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A study of 1992-1993 beginning offers

CPC $alary $urvey

January 1993

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Although employers who responded to an earlier survey indicated that they planned to increase their hiring of new college graduates this year, they kept a watchful eye on economic recovery developments during fall recruiting. In that survey, some employers forecasted further cutbacks in on-campus recruiting, indicating that they planned to recruit at fewer schools this season.

The January 1993 issue of the ***CPC Salary Survey*** reflects that watchful eye. The reporting of job offers by colleges in the period for this report has been slower than anticipated, making it difficult to provide significant starting salary averages in some cases.

The scarcity of data has required the redesign of the curriculum/employer and curriculum/function tables. No information has been eliminated; it is presented in a different format. On the curriculum/employer table, all bachelor's degree fields are displayed; however, the only types of employers that appear are those for which offers were reported. The same is true of the curriculum/function table: All majors are displayed, but only those job functions for which offers were reported appear on the table. Simply follow each table to the desired curriculum category and locate either the employer type or job function below. The number of offers and the average starting salary offer for the employer or job function category is provided along with the 90th and 10th percentiles for those categories where more than 20 offers have been reported. If there is any question as to the availability of information, please call CPC at 1-800/544-1272.

Starting salary offers for this year's new college graduates continue to reflect the cautious atmosphere of the job market. Not only are average starting salary offers in many areas showing decreases compared with last year, but also some of the categories that posted higher starting salary offers saw only minimal gains.

The outlook for the job market for college graduates is more optimistic for Spring. However, new graduates will continue to face competition with the previous years' graduates who have not yet obtained employment and those experienced workers displaced by cutbacks during the recession.

The January 1993 ***CPC Salary Survey*** contains information received during the period of September 1, 1992 to January 14, 1993. Its data are compiled from offers extended to students graduating between September 1, 1992 and August 31, 1993. Participating in the ***Salary Survey*** are 402 career services offices at colleges and universities across the United States. The January 1993 report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 402 career planning and placement offices of colleges and universities across the United States. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non- profit and educational institutions. The figures reported are for base salaries only and do not include bonuses, fringe benefits, or overtime rates. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students and, consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	January 1993	January 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	524	**$26,840**	$27,179	-1.2%	$31,000	$27,000	$22,000
Business Administration (incl. Management Science)	137	**22,658**	24,305	-6.8	28,224	23,000	17,000
Distribution Management	7	**28,271**	22,931	*	*	*	*
Economics & Finance (incl. Banking)	93	**25,228**	26,122	-3.4	31,200	25,500	17,500
Hotel/Restaurant Management	12	**20,023**	21,063	*	*	*	*
Human Resources (incl. Labor Relations)	8	**21,974**	23,427	*	*	*	*
Management Information Systems	60	**28,716**	28,519	0.7	33,600	28,850	21,996
Marketing/Marketing Management (incl. Research)	156	**24,040**	23,914	0.5	30,000	24,000	18,000
Real Estate	11	**28,726**	21,046	*	*	*	*
COMMUNICATIONS							
Advertising	11	**22,255**	21,160	*	*	*	*
Communications	32	**21,809**	21,262	2.6	25,000	23,000	18,000
Journalism	5	**18,700**	19,851	*	*	*	*
Telecommunications/Broadcasting	5	**23,500**	21,572	*	*	*	*
EDUCATION							
Elementary Education	91	**21,172**	20,689	2.3	25,000	22,000	16,404
Pre-Elementary Education	12	**15,344**	17,371	*	*	*	*
Physical Education	6	**23,967**	21,994	*	*	*	*
Special Education	10	**21,614**	21,372	*	*	*	*
HOME ECONOMICS							
Human Ecology	13	**20,090**	19,181	*	*	*	*
Textiles & Clothing	2	**17,033**	22,279	*	*	*	*
Merchandising Management	3	**20,333**	19,811	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	3	**21,822**	22,995	*	*	*	*
Letters	19	**20,027**	22,190	*	*	*	*
Visual & Performing Arts	15	**20,269**	21,138	*	*	*	*
Humanities-Other	8	**22,101**	22,941	*	*	*	*
Criminal Justice	7	**21,757**	19,851	*	*	*	*
History	11	**21,014**	22,838	*	*	*	*
Political Science/Government	9	**22,995**	23,042	*	*	*	*
Psychology	18	**19,900**	20,180	*	*	*	*
Sociology	10	**18,579**	21,015	*	*	*	*
Social Sciences-Other	22	**22,598**	21,623	4.5	26,000	23,000	19,000
ENGINEERING							
Aerospace & Aeronautical	11	**31,333**	31,826	*	*	*	*
Agricultural	4	**33,400**	31,464	*	*	*	*
Architectural	2	**25,000**	29,211	*	*	*	*
Bioengineering & Biomedical	2	**23,500**	30,769	*	*	*	*
Chemical	95	**39,005**	39,203	-0.5	42,000	40,500	34,000
Civil	114	**29,082**	29,376	-1.0	31,500	28,500	26,064

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	January 1993	January 1993	September 1992		90th	50th	10th
Continued . . .							
Computer	50	$33,516	$32,848	2.0 %	$37,200	$34,890	$28,500
Electrical	229	33,927	33,754	0.5	38,000	34,900	28,000
Environmental	1	33,624	31,111	*	*	*	*
Industrial	50	33,864	32,348	4.7	38,976	33,400	28,800
Mechanical	215	34,262	34,462	-0.6	39,000	34,800	28,500
Metallurgical	15	34,231	33,502	*	*	*	*
Mining	11	32,735	31,177	*	*	*	*
Nuclear	2	34,000	34,447	*	*	*	*
Petroleum	12	39,183	40,679	*	*	*	*
Textile	+	+	32,350				
Engineering Technology	13	30,692	31,051	*	*	*	*
Industrial Technology	1	27,500	26,986	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	4	22,649	23,414	*	*	*	*
Animal Sciences	5	20,318	20,189	*	*	*	*
Plant Sciences	+	+	22,150				
Natural Resources	2	24,000	21,786	*	*	*	*
Other Agricultural Sciences	4	23,625	22,388	*	*	*	*
COMPUTER SCIENCES							
Computer Science	65	31,183	30,523	2.2	37,024	32,000	24,000
Computer Programming	2	27,830	30,885	*	*	*	*
Information Sciences & Systems	35	27,787	28,990	-4.1	30,663	28,400	24,000
Systems Analysis	+	+	29,913				
HEALTH SCIENCES							
Allied Health	3	28,416	30,555	*	*	*	*
Health Sciences	6	20,195	23,559	*	*	*	*
Nursing	8	32,938	31,732	*	*	*	*
Pharmacy[1]	27	43,746	41,567	5.2	46,500	45,000	40,000
SCIENCES							
Actuarial	1	36,000	31,830	*	*	*	*
Architectural & Environmental Design	4	19,550	23,570	*	*	*	*
Biological	7	25,312	21,851	*	*	*	*
Chemistry	9	30,570	27,557	*	*	*	*
Geological	2	24,480	25,704	*	*	*	*
Mathematics (incl. Statistics)	17	21,234	28,434	*	*	*	*
Physics	1	21,480	29,019	*	*	*	*
Other Physical and Earth Sciences	1	19,242	23,384	*	*	*	*
Textile Science	+	+	30,859				
	2,350						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
[1] Pharmacy is a 5-year degree program

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	January 1993	January 1993	September 1992		90th	50th	10th
FINANCE							
Accounting (Public)	373	$27,505	$27,762	-0.9%	$31,000	$27,996	$24,500
Accounting (Private)	127	25,388	25,588	-0.8	30,500	25,920	20,000
Commercial Banking (Consumer)	14	21,314	22,255	*	*	*	*
Commercial Banking (Lending)	12	24,490	24,712	*	*	*	*
Investment Banking (Corporate Finance)	2	31,000	28,605	*	*	*	*
Investment Banking (Mergers & Acquisitions)	1	36,500	31,375	*	*	*	*
Investment Banking (Real Estate)	6	20,150	27,977	*	*	*	*
Investment Banking (Sales & Trading)	2	19,000	25,552	*	*	*	*
Financial/Treasury Analysis	42	26,993	27,695	-2.5	31,500	27,000	22,000
Portfolio Management/Brokerage	11	23,817	23,398	*	*	*	*
Insurance (Underwriting)	13	21,883	24,297	*	*	*	*
Insurance (Claims)	10	22,533	23,154	*	*	*	*
COMMUNICATIONS							
Design/Graphic Arts	9	20,480	18,810	*	*	*	*
Media Planning	4	20,125	21,009	*	*	*	*
Reporting	3	21,000	16,745	*	*	*	*
Production	6	23,733	20,819	*	*	*	*
Public Relations	10	21,559	20,880	*	*	*	*
Writing/Editing	2	26,650	23,090	*	*	*	*
MARKETING							
Advertising	10	21,830	20,422	*	*	*	*
Brand/Product Management	23	25,394	25,662	-1.0	30,000	27,000	20,000
Buyer/Merchandising	29	24,347	23,578	3.3	30,000	24,500	20,000
Distribution	7	30,071	24,364	*	*	*	*
Market Research	19	24,100	24,561	*	*	*	*
Purchasing	1	14,400	26,364	*	*	*	*
Sales	132	24,188	24,841	-2.6	30,000	24,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	3	18,729	22,054	*	*	*	*
Finance, Taxation, Monetary Policy	20	23,960	24,193	-1.0	28,224	23,038	19,600
Economic Programs	+	+	22,026				
Law Enforcement	9	21,928	23,194	*	*	*	*
Military	8	26,685	24,634	*	*	*	*
National Security	2	28,800	27,874	*	*	*	*
Urban/Regional Planning	4	20,975	25,314	*	*	*	*
ENGINEERING							
Bioengineering	1	33,000	31,800	*	*	*	*
Design/Construct	153	30,127	31,374	-4.0	36,000	30,000	26,064
Environmental/Sanitation	26	32,258	31,200	3.4	40,000	32,750	25,500
Manufacturing/Industrial	122	35,179	34,529	1.9	40,500	35,240	30,000
Systems/Programming	16	32,186	32,385	*	*	*	*
Power Systems	29	34,466	34,043	1.2	36,000	34,900	32,496
Software Design & Development	39	32,875	33,536	-2.0	36,800	34,500	27,600
Hardware Design & Development	34	35,325	34,108	3.6	38,000	36,000	32,500
Research & Development	25	37,067	35,434	4.6	42,000	39,000	30,000
Testing	17	31,498	31,149	*	*	*	*
Process Engineering	66	37,989	39,071	-2.8	41,500	39,000	33,192
Project Engineering	106	34,976	34,319	1.9	40,000	35,003	29,000
Other Engineering	166	33,452	33,361	0.3	39,000	34,536	27,900
HEALTH CARE							
Administrative	5	26,420	23,148	*	*	*	*
Industrial Hygiene	1	21,069	19,444	*	*	*	*
Medical Technology	2	32,624	24,586	*	*	*	*
Nursing / Personal Care	10	30,450	31,538	*	*	*	*

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	January 1993	January 1993	September 1992		90th	50th	10th
Continued . . .							
Occupational Therapy	+	+	$29,845				
Pharmacist	27	$43,746	41,691	4.9 %	$46,500	$45,000	$40,000
Physical Therapy	2	11,750	27,819	*	*	*	*
Respiratory Therapy	+	+	N/A	N/A			
Other Health Related	15	20,605	23,130	*	*	*	*
SOCIAL SERVICES							
Administration	11	19,484	19,452	*	*	*	*
Counseling	9	20,444	17,791	*	*	*	*
Fundraising/Development	3	16,917	20,926	*	*	*	*
Social Work	11	20,813	18,025	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	58	28,663	29,330	-2.3	35,000	28,750	21,000
Information Systems	50	28,282	29,169	-3.0	32,400	28,400	24,000
Computer Systems Analyst	36	31,342	30,932	1.3	37,000	30,498	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	3	27,673	30,265	*	*	*	*
Agricultural/Natural Resources	13	24,483	21,286	*	*	*	*
Architecture	2	22,500	23,392	*	*	*	*
Consulting	33	30,464	30,168	1.0	34,000	31,000	26,000
Human Resources/Industrial Relations	15	23,973	24,891	*	*	*	*
Management Trainee	156	23,232	22,928	1.3	28,600	23,000	18,000
Mathematician/Statistician	1	27,000	25,373	*	*	*	*
Paralegal	4	18,500	20,693	*	*	*	*
Research (Nontechnical)	2	37,000	25,181	*	*	*	*
Research (Technical)	1	24,000	26,574	*	*	*	*
Teaching	166	20,984	21,093	-0.5	25,200	21,807	15,403
	2,350						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 2,350

Business	Communications	Education	Home Economics	Humanities & Social Sciences	Engineering	Agricultural & Natural Resources	Computer Sciences	Health Sciences	Sciences
43 %	2%	5%	1 %	5 %	35%	1 %	4 %	2 %	2%

Business	Communications	Education	Humanities & Social Sciences	Engineering	Sciences
36 %	1 %	5 %	2%	46 %	10 %

Master's Degree Candidates (Inexperienced)
Total Offers = 243

Beginning salary offers to all candidates by curriculum and employer

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
PUBLIC ACCOUNTING	373	$27,504	$31,000	$24,500
BANKING (COMMERCIAL)	10	24,610	*	*
BANKING (INVESTMENT)	3	27,000	*	*
COMMUNICATION SERVICES	3	24,333	*	*
CONSULTING SERVICES	4	23,138	*	*
FINANCE	25	27,620	33,000	22,500
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	20,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	27,000	*	*
INSURANCE	13	24,259	*	*
MERCHANDISING	7	25,297	*	*
PUBLISHING	3	22,433	*	*
REAL ESTATE	1	20,000	*	*
TRANSPORTATION	1	21,000	*	*
UTILITIES	7	22,429	*	*
EDUCATION	2	24,000	*	*
FEDERAL GOVERNMENT	7	22,701	*	*
LOCAL/STATE GOVERNMENT	14	23,167	*	*
HOSPITALS	2	23,750	*	*
HEALTH SERVICES	3	19,233	*	*
SOCIAL SERVICES	1	13,500	*	*
OTHER NON-PROFIT EMPOYERS	1	21,000	*	*
AEROSPACE	2	26,250	*	*
AGRIBUSINESS & PRODUCTS	3	28,832	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	30,833	*	*
COMPUTERS & BUSINESS MACHINES	7	24,243	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	5	28,220	*	*
FOOD & BEVERAGE	1	34,000	*	*
METALS & METAL PRODUCTS	1	33,600	*	*
PACKAGING & ALLIED PRODUCTS	1	27,000	*	*
PAPER & WOOD PRODUCTS	1	27,100	*	*
PETROLEUM	9	28,937	*	*
PRINTING	1	22,050	*	*
TEXTILES & APPAREL	1	31,000	*	*
OTHER EMPLOYERS	7	24,129	*	*
BUSINESS ADMINISTRATION				
PUBLIC ACCOUNTING	1	23,000	*	*
ADVERTISING	1	12,000	*	*
BANKING (COMMERCIAL)	4	20,174	*	*
COMPUTER SOFTWARE/ DATA PROCESSING	2	23,250	*	*
CONSULTING SERVICES	2	24,500	*	*
FINANCE	6	22,667	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	23,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	$21,000	*	*
INSURANCE	16	22,271	*	*
MERCHANDISING	51	22,127	$25,200	$18,096
PERSONNEL SUPPLY SERVICES	1	24,960	*	*
PUBLISHING	1	23,400	*	*
REAL ESTATE	1	20,000	*	*
TRANSPORTATION	6	20,321	*	*
EDUCATION	1	40,000	*	*
FEDERAL GOVERNMENT	4	23,618	*	*
LOCAL/STATE GOVERNMENT	2	23,462	*	*
HOSPITALS	3	23,000	*	*
HEALTH SERVICES	4	22,250	*	*
MEMBERSHIP/RELIGIOUS	1	12,000	*	*
AEROSPACE	2	27,850	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	2	20,300	*	*
BUILDING MATERIALS & CONSTRUCTION	1	23,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	26,000	*	*
COMPUTERS & BUSINESS MACHINES	4	29,700	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	20,820	*	*
FOOD & BEVERAGE	1	31,000	*	*
METALS & METAL PRODUCTS	1	14,400	*	*
PACKAGING & ALLIED PRODUCTS	2	20,000	*	*
PRINTING	2	22,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	25,000	*	*
OTHER EMPLOYERS	7	25,609	*	*
DISTRIBUTION MANAGEMENT				
BANKING (INVESTMENT)	1	24,000	*	*
COMPUTER SOFTWARE/DATA PROCESSING	1	30,000	*	*
MERCHANDISING	2	28,750	*	*
TRANSPORTATION	1	26,400	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	30,000	*	*
ECONOMICS & FINANCE				
BANKING (COMMERCIAL)	10	19,700	*	*
BANKING (INVESTMENT)	4	25,125	*	*
COMMUNICATION SERVICES	2	27,500	*	*
CONSULTING SERVICES	7	28,000	*	*
FINANCE	21	24,909	30,000	21,000
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	3	23,132	*	*
INSURANCE	3	$22,167	*	*
MERCHANDISING	11	23,228	*	*
PUBLISHING	1	25,000	*	*
REAL ESTATE	2	15,650	*	*
EDUCATION	1	18,750	*	*
LOCAL/STATE GOVERNMENT	1	17,500	*	*
AGRIBUSINESS & PRODUCTS	2	29,000	*	*
AUTOMOTIVE & MECHANICAL	1	30,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	35,967	*	*
COMPUTERS & BUSINESS MACHINES	3	29,333	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	29,250	*	*
FOOD & BEVERAGE	3	23,333	*	*
MINING	1	23,000	*	*
PAPER & WOOD PRODUCTS	5	30,160	*	*
PETROLEUM	4	31,000	*	*
PRINTING	1	25,000	*	*
OTHER EMPLOYERS	2	27,750	*	*
HOTEL/RESTAURANT MANAGEMENT				
FINANCE	1	16,600	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	3	21,333	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	7	20,525	*	*
MERCHANDISING	1	16,000	*	*
HUMAN RESOURCES (incl LABOR RELATIONS)				
INSURANCE	2	20,500	*	*
FEDERAL GOVERNMENT	1	33,500	*	*
SOCIAL SERVICES	1	14,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	17,292	*	*
PAPER & WOOD PRODUCTS	2	20,000	*	*
WIDELY DIVERSIFIED	1	30,000	*	*
MANAGEMENT INFORMATION SYSTEMS				
PUBLIC ACCOUNTING	2	33,300	*	*
BANKING (COMMERCIAL)	1	24,000	*	*
COMPUTER SOFTWARE/DATA PROCESSING	15	26,436	*	*
CONSULTING SERVICES	3	29,333	*	*
FINANCE	4	27,875	*	*
INSURANCE	4	28,975	*	*
MERCHANDISING	1	18,000	*	*
RESEARCH ORGANIZATIONS	2	24,000	*	*
TRANSPORTATION	2	28,250	*	*
UTILITIES	2	27,800	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Management Information Systems				
FEDERAL GOVERNMENT	1	$30,000	*	*
LOCAL/STATE GOVERNMENT	1	25,200	*	*
HEALTH SERVICES	1	54,000	*	*
AGRIBUSINESS & PRODUCTS	3	29,333	*	*
BUILDING MATERIALS & CONSTRUCTION	1	21,000	*	*
COMPUTERS & BUSINESS MACHINES	3	31,844	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	32,500	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,000	*	*
PAPER & WOOD PRODUCTS	1	33,500	*	*
PETROLEUM	1	36,000	*	*
OTHER EMPLOYERS	7	27,370	*	*
MARKETING/MARKETING MANAGEMENT				
PUBLIC ACCOUNTING	1	27,996	*	*
ADVERTISING	2	23,000	*	*
BANKING (COMMERCIAL)	8	24,175	*	*
BANKING (INVESTMENT)	1	35,000	*	*
COMMUNICATION SERVICES	4	17,000	*	*
COMPUTER SOFTWARE/DATA PROCESSING	7	26,199	*	*
FINANCE	6	25,667	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	3	19,531	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	21,600	*	*
INSURANCE	10	25,432	*	*
MERCHANDISING	52	22,299	$27,500	$18,000
PERSONNEL SUPPLY SERVICES	2	20,500	*	*
PUBLISHING	3	22,333	*	*
REAL ESTATE	1	25,000	*	*
RESEARCH ORGANIZATIONS	7	23,771	*	*
TRANSPORTATION	3	23,000	*	*
UTILITIES	1	30,000	*	*
FEDERAL GOVERNMENT	2	23,203	*	*
LOCAL/STATE GOVERNMENT	1	27,000	*	*
HOSPITALS	1	20,488	*	*
SOCIAL SERVICES	1	18,500	*	*
AGRIBUSINESS & PRODUCTS	1	26,700	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	2	34,550	*	*
BUILDING MATERIALS & CONSTRUCTION	2	25,900	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	32,250	*	*
COMPUTERS & BUSINESS MACHINES	4	23,100	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	26,500	*	*
FOOD & BEVERAGE	7	26,414	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	29,500	*	*
PRINTING	1	$25,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	24,000	*	*
TEXTILES & APPAREL	1	22,000	*	*
WIDELY DIVERSIFIED	1	26,000	*	*
OTHER EMPLOYERS	12	26,267	*	*
REAL ESTATE				
PUBLIC ACCOUNTING	1	35,000	*	*
BANKING (INVESTMENT)	1	36,500	*	*
CONSULTING SERVICES	2	33,500	*	*
PROTECTIVE SERVICES	1	30,000	*	*
REAL ESTATE	5	25,960	*	*
FEDERAL GOVERNMENT	1	17,686	*	*
ADVERTISING				
ADVERTISING	6	23,383	*	*
INSURANCE	1	27,000	*	*
PUBLISHING	2	22,000	*	*
HOSPITALS	1	12,000	*	*
HEALTH SERVICES	1	21,500	*	*
COMMUNICATIONS				
ADVERTISING	2	19,000	*	*
BANKING (COMMERCIAL)	1	20,000	*	*
COMMUNICATION SERVICES	1	24,002	*	*
FINANCE	1	19,000	*	*
INSURANCE	2	24,500	*	*
MERCHANDISING	7	22,186	*	*
PUBLISHING	1	29,000	*	*
TRANSPORTATION	3	23,533	*	*
EDUCATION	2	25,000	*	*
FEDERAL GOVERNMENT	1	24,000	*	*
SOCIAL SERVICES	3	22,233	*	*
OTHER NON-PROFIT	1	13,500	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	1	23,000	*	*
COMPUTERS & BUSINESS MACHINES	1	18,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	25,000	*	*
PAPER & WOOD PRODUCTS	1	23,000	*	*
RUBBER PRODUCTS	1	24,000	*	*
OTHER EMPLOYERS	2	12,900	*	*
JOURNALISM				
ADVERTISING	1	24,000	*	*
BANKING (COMMERCIAL)	1	18,000	*	*
BANKING (INVESTMENT)	1	18,000	*	*
COMMUNICATION SERVICES	1	20,000	*	*
EDUCATION	1	13,500	*	*
TELECOMMUNICATIONS/BROADCASTING				
COMMUNICATION SERVICES	2	26,500	*	*
COMPUTER SOFTWARE/DATA PROCESSING	1	25,500	*	*
INSURANCE	1	$26,000	*	*
OTHER EMPLOYERS	1	13,000	*	*
ELEMENTARY EDUCATION				
FINANCE	1	23,500	*	*
EDUCATION	89	21,159	$25,000	$16,000
OTHER EMPLOYERS	1	20,000	*	*
PRE-ELEMENTARY EDUCATION				
EDUCATION	7	16,549	*	*
SOCIAL SERVICES	4	13,820	*	*
OTHER NON-PROFIT EMPLOYERS	1	13,000	*	*
PHYSICAL EDUCATION				
EDUCATION	5	23,960	*	*
LOCAL/STATE GOVERNMENT	1	24,000	*	*
SPECIAL EDUCATION				
EDUCATION	10	21,614	*	*
HUMAN ECOLOGY (HOME ECONOMICS)				
TRANSPORTATION	1	21,000	*	*
EDUCATION	4	18,879	*	*
HOSPITALS	2	21,990	*	*
SOCIAL SERVICES	6	20,113	*	*
TEXTILES & CLOTHING				
TEXTILES & APPAREL	2	17,033	*	*
MERCHANDISING MANAGEMENT				
MERCHANDISING	3	20,333	*	*
FOREIGN LANGUAGES				
EDUCATION	3	21,822	*	*
LETTERS (including English)				
BANKING (COMMERCIAL)	2	19,500	*	*
FINANCE	1	30,000	*	*
MERCHANDISING	1	19,000	*	*
PUBLISHING	2	19,000	*	*
EDUCATION	10	19,752	*	*
HEALTH SERVICES	1	13,000	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	1	23,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	21,000	*	*
VISUAL & PERFORMING ARTS				
ADVERTISING	1	16,640	*	*
PUBLISHING	1	18,000	*	*
EDUCATION	9	21,751	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	15,000	*	*
TEXTILES & APPAREL	2	21,000	*	*
OTHER EMPLOYERS	1	16,640	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HUMANITIES - OTHER				
FINANCE	1	$24,000	*	*
MERCHANDISING	4	23,450	*	*
LOCAL/STATE GOVERNMENT	1	15,360	*	*
SOCIAL SERVICES	1	29,244	*	*
COMPUTERS & BUSINESS MACHINES	1	14,400	*	*
CRIMINAL JUSTICE				
MERCHANDISING	2	16,900	*	*
LOCAL/STATE GOVERNMENT	3	22,167	*	*
SOCIAL SERVICES	2	26,000	*	*
HISTORY				
INSURANCE	2	15,000	*	*
LEGAL SERVICES	1	16,000	*	*
EDUCATION	3	22,385	*	*
FEDERAL GOVERNMENT	1	24,000	*	*
SOCIAL SERVICES	3	24,000	*	*
OTHER EMPLOYERS	1	22,000	*	*
POLITICAL SCIENCE/GOVERNMENT				
COMPUTER SOFTWARE/DATA PROCESSING	1	25,200	*	*
MERCHANDISING	1	24,000	*	*
PROTECTIVE SERVICES	1	18,293	*	*
TRANSPORTATION	2	22,500	*	*
LOCAL/STATE GOVERNMENT	1	19,466	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	27,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	20,000	*	*
PSYCHOLOGY				
ADVERTISING	1	20,000	*	*
CONSULTING SERVICES	1	23,600	*	*
LEGAL SERVICES	1	14,000	*	*
MERCHANDISING	2	21,500	*	*
TRANSPORTATION	1	21,600	*	*
EDUCATION	2	26,800	*	*
FEDERAL GOVERNMENT	1	20,900	*	*
LOCAL/STATE GOVERNMENT	1	17,000	*	*
HOSPITALS	1	13,000	*	*
HEALTH SERVICES	2	14,000	*	*
SOCIAL SERVICES	1	30,000	*	*
COMPUTERS & BUSINESS MACHINES	1	27,500	*	*
FOOD & BEVERAGE	1	18,000	*	*
PETROLEUM	1	16,000	*	*
OTHER EMPLOYERS	1	12,000	*	*
SOCIOLOGY				
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	24,000	*	*
INSURANCE	1	16,350	*	*
TRANSPORTATION	2	21,600	*	*
EDUCATION	1	$19,156	*	*
HOSPITALS	1	18,084	*	*
HEALTH SERVICES	1	19,000	*	*
MEMBERSHIP/RELIGIOUS	1	20,000	*	*
SOCIAL SERVICES	1	14,000	*	*
OTHER EMPLOYERS	1	12,000	*	*
SOCIAL SCIENCES-OTHER				
COMMUNICATION SERVICES	1	27,300	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	24,000	*	*
MERCHANDISING	1	23,000	*	*
PROTECTIVE SERVICES	1	26,000	*	*
EDUCATION	9	22,235	*	*
FEDERAL GOVERNMENT	1	16,000	*	*
LOCAL/STATE GOVERNMENT	4	24,683	*	*
HOSPITALS	1	19,000	*	*
HEALTH SERVICES	1	21,500	*	*
SOCIAL SERVICES	2	20,756	*	*
AEROSPACE & AERONAUTICAL ENGINEERING				
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	30,940	*	*
FEDERAL GOVERNMENT	1	28,000	*	*
AEROSPACE	5	31,116	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	31,350	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	36,500	*	*
AGRICULTURAL ENGINEERING				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	35,000	*	*
LOCAL/STATE GOVERNMENT	1	28,600	*	*
AGRIBUSINESS & PRODUCTS	1	34,000	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	1	36,000	*	*
ARCHITECTURAL ENGINEERING				
ARCHITECTURAL SERVICES	1	23,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	27,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
CONSULTING SERVICES	1	35,000	*	*
HOSPITALS	1	12,000	*	*
CHEMICAL ENGINEERING				
CONSULTING SERVICES	3	39,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	15	38,504	*	*
LOCAL/STATE GOVERNMENT	1	32,500	*	*
AGRIBUSINESS & PRODUCTS	2	40,650	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	25	39,197	$42,000	$35,000
COMPUTERS & BUSINESS MACHINES	1	$37,500	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	33,140	*	*
FOOD & BEVERAGE	10	39,287	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	10	40,850	*	*
MINING	2	36,000	*	*
PACKAGING & ALLIED PRODUCTS	7	39,089	*	*
PAPER & WOOD PRODUCTS	8	39,885	*	*
PETROLEUM	7	38,757	*	*
TEXTILES & APPAREL	1	40,000	*	*
WIDELY DIVERSIFIED	1	36,000	*	*
CIVIL ENGINEERING				
ARCHITECTURAL DESIGN	1	30,000	*	*
CONSULTING SERVICES	14	29,652	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	28	30,588	$33,000	$28,000
TRANSPORTATION	12	26,702	*	*
FEDERAL GOVERNMENT	1	29,000	*	*
LOCAL/STATE GOVERNMENT	34	27,438	28,500	26,064
AGRIBUSINESS & PRODUCTS	1	26,400	*	*
BUILDING MATERIALS & CONSTRUCTION	15	29,543	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	37,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	31,500	*	*
METALS & METAL PRODUCTS	1	30,420	*	*
MINING	1	34,000	*	*
OTHER EMPLOYERS	2	30,250	*	*
COMPUTER ENGINEERING				
COMPUTER SOFTWARE/DATA PROCESSING	4	32,250	*	*
CONSULTING SERVICES	2	36,175	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	30,000	*	*
MERCHANDISING	4	27,150	*	*
RESEARCH ORGANIZATIONS	1	39,000	*	*
TRANSPORTATION	1	37,000	*	*
UTILITIES	2	30,500	*	*
EDUCATION	1	30,600	*	*
FEDERAL GOVERNMENT	2	29,250	*	*
AEROSPACE	3	33,800	*	*
AGRIBUSINESS & PRODUCTS	1	31,000	*	*
COMPUTERS & BUSINESS MACHINES	16	35,045	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	8	36,050	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	36,750	*	*
WIDELY DIVERSIFIED	1	30,000	*	*
OTHER EMPLOYERS	1	31,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ELECTRICAL/ELECTRONIC ENGINEERING				
ADVERTISING	1	$35,100	*	*
COMMUNICATION SERVICES	11	35,880	*	*
COMPUTER SOFTWARE/DATA PROCESSING	3	31,733	*	*
CONSULTING SERVICES	15	33,457	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	46	33,311	$37,992	$28,000
FINANCE	1	28,000	*	*
RESEARCH ORGANIZATIONS	2	28,500	*	*
UTILITIES	16	33,882	*	*
FEDERAL GOVERNMENT	6	27,829	*	*
LOCAL/STATE GOVERNMENT	1	24,000	*	*
AEROSPACE	8	35,268	*	*
AGRIBUSINESS & PRODUCTS	1	29,000	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	6	35,713	*	*
BUILDING MATERIALS & CONSTRUCTION	3	32,833	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	38,250	*	*
COMPUTERS & BUSINESS MACHINES	19	34,189	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	58	33,511	36,500	28,476
FOOD & BEVERAGE	3	35,467	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	39,000	*	*
PACKAGING & ALLIED PRODUCTS	5	36,096	*	*
PAPER & WOOD PRODUCTS	4	38,525	*	*
PETROLEUM	8	36,880	*	*
RUBBER PRODUCTS	1	36,960	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	35,500	*	*
WIDELY DIVERSIFIED	2	32,510	*	*
OTHER EMPLOYERS	1	35,000	*	*
ENIVRONMENTAL ENGINEERING				
LOCAL/STATE GOVERNMENT	1	33,624	*	*
INDUSTRIAL ENGINEERING				
BANKING (COMMERCIAL)	1	50,004	*	*
COMMUNICATION SERVICES	1	30,000	*	*
CONSULTING SERVICES	6	33,083	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	8	33,051	*	*
FINANCE	1	35,000	*	*
MERCHANDISING	1	28,500	*	*
TRANSPORTATION	1	40,000	*	*
EDUCATION	1	33,000	*	*
LOCAL/STATE GOVERNMENT	1	28,000	*	*
HEALTH SERVICES	1	27,400	*	*
AEROSPACE	1	36,400	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	2	35,344	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	$45,000	*	*
COMPUTERS & BUSINESS MACHINES	2	34,788	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	7	33,758	*	*
FOOD & BEVERAGE	2	36,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	3	35,520	*	*
METALS & METAL PRODUCTS	3	29,833	*	*
PACKAGING & ALLIED PRODUCTS	4	35,930	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	29,856	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	28,800	*	*
OTHER EMPLOYERS	1	30,000	*	*
MECHANICAL ENGINEERING				
COMPUTER SOFTWARE/DATA PROCESSING	1	27,000	*	*
CONSULTING SERVICES	13	33,668	*	*
ENGINEERING / SURVEING / ENVIRONMENTAL	38	34,410	$38,500	$28,500
INSURANCE	1	32,500	*	*
MERCHANDISING	1	35,000	*	*
TRANSPORTATION	1	36,000	*	*
UTILITIES	8	33,868	*	*
FEDERAL GOVERNMENT	3	27,825	*	*
AEROSPACE	9	31,800	*	*
AGRIBUSINESS & PRODUCTS	2	37,800	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	39	33,923	36,600	30,000
BUILDING MATERIALS & CONSTRUCTION	3	29,673	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	8	37,588	*	*
COMPUTERS & BUSINESS MACHINES	8	33,963	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	14	33,319	*	*
FOOD & BEVERAGE	5	33,400	*	*
HOUSEHOLD & PERSONAL	5	34,320	*	*
METALS & METAL PRODUCTS	7	30,945	*	*
PACKAGING & ALLIED PRODUCTS	5	36,768	*	*
PAPER & WOOD PRODUCTS	7	38,295	*	*
PETROLEUM	18	37,861	*	*
RUBBER PRODUCTS	1	39,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	30,250	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	2	39,650	*	*
WIDELY DIVERSIFIED	4	35,400	*	*
OTHER EMPLOYERS	10	31,444	*	*
METALLURGICAL ENGINEERING				
AUTOMOTIVE & MECHANICAL EQUIPMENT	3	$34,187	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	37,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	36,700	*	*
METALS & METAL PRODUCTS	7	33,000	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	32,500	*	*
MINING (INCL GEOLOGICAL) ENGINEERING				
CONSULTING SERVICES	3	30,533	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	32,000	*	*
LOCAL/STATE GOVERNMENT	1	27,500	*	*
METALS & METAL PRODUCTS	1	37,200	*	*
MINING	3	34,593	*	*
PETROLEUM	1	36,000	*	*
NUCLEAR ENGINEERING				
FEDERAL GOVERNMENT	1	33,000	*	*
COMPUTERS & BUSINESS MACHINES	1	35,000	*	*
PETROLEUM ENGINEERING				
ENGINEERING / SURVEYING / ENVIRONMENTAL	4	38,100	*	*
PETROLEUM	7	41,114	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	30,000	*	*
ENGINEERING TECHNOLOGY				
COMPUTER SOFTWARE/DATA PROCESSING	1	28,500	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	5	30,440	*	*
AEROSPACE	1	30,000	*	*
BUILDING MATERIALS & CONSTRUCTION	3	30,600	*	*
COMPUTERS & BUSINESS MACHINES	1	35,000	*	*
MINING	1	32,500	*	*
PETROLEUM	1	29,000	*	*
INDUSTRIAL TECHNOLOGY				
RUBBER PRODUCTS	1	27,500	*	*
AGRIBUSINESS				
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	19,200	*	*
RESEARCH ORGANIZATIONS	1	14,400	*	*
AGRIBUSINESS & PRODUCTS	1	27,996	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	29,000	*	*

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	January 1993	January 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	25	**$29,164**	$30,996	-5.9%	$32,500	$28,000	$27,000
MBA-Nontechnical undergraduate							
1 year or less experience	55	**32,952**	35,241	-6.5	40,000	32,000	25,000
1 to 2 years experience	13	**29,923**	42,877	*	*	*	*
2 to 4 years experience	13	**39,769**	47,243	*	*	*	*
Over 4 years experience	22	**43,441**	50,412	-13.8	60,700	41,000	32,000
MBA-Technical undergraduate degree							
1 year or less experience	2	**27,850**	38,582	*	*	*	*
1 to 2 years experience	+	+	45,921				
2 to 4 years experience	+	+	51,034				
Over 4 years experience	+	+	54,219				
MS-Business	2	**28,750**	40,047	*	*	*	*
Economics & Finance	1	**36,000**	41,466	*	*	*	*
Labor/Industrial Relations (incl. Human Resources)	2	**23,500**	38,573	*	*	*	*
Management Information Systems	+	+	36,150				
Marketing/Marketing Management (incl. Marketing Research)	+	+	43,182				
COMMUNICATIONS							
Advertising	+	+	31,200				
Communications	1	**21,800**	26,524	*	*	*	*
Journalism	1	**15,000**	24,500	*	*	*	*
EDUCATION							
Education Administration	3	**26,468**	24,303	*	*	*	*
Elementary Education	5	**30,658**	23,657	*	*	*	*
Physical Education	1	**25,500**	23,286	*	*	*	*
Reading Education	+	+	25,611				
Special Education	4	**27,196**	24,141	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Humanities	3	**27,903**	N/A	N/A	*	*	*
Psychology	2	**28,400**	23,657	*	*	*	*
Social Sciences	1	**40,000**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace & Aeronautical	+	+	36,195				
Agricultural	1	**45,000**	32,225	*	*	*	*
Bioengineering & Biomedical	1	**40,000**	32,238	*	*	*	*
Chemical	4	**38,365**	40,457	*	*	*	*
Civil	22	**32,794**	34,551	-5.1	36,500	31,294	28,500
Computer	7	**40,414**	38,348	*	*	*	*
Electrical	49	**40,194**	38,804	3.6	44,000	40,900	36,000
Industrial	8	**41,000**	36,121	*	*	*	*
Mechanical	18	**40,584**	38,114	*	*	*	*
Metallurgical	1	**36,000**	39,105	*	*	*	*
Mining	+	+	35,007				
Nuclear	+	+	38,086				
Petroleum	+	+	43,608				
HEALTH SCIENCES							
Allied Health	+	+	28,586				
Health Sciences	3	**32,022**	25,901	*	*	*	*
Nursing	+	+	49,000				

Continued . . .

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	January 1993	January 1993	September 1992		90th	50th	10th
Continued							
SCIENCES							
Agricultural & Natural Resources	+	+	$28,702				
Architectural & Environmental Design	+	+	26,127				
Biological	+	+	22,384				
Chemistry	2	**$28,500**	33,575	*	*	*	*
Computer Science.	15	**38,311**	37,894	*	*	*	*
Geological (incl. Geophysics)	2	**38,750**	36,824	*	*	*	*
Mathematics	+	+	30,061				
Physics	2	**42,000**	35,207	*	*	*	*
Polymer	+	+	34,980				
	291						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

Doctoral Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	January 1993	January 1993	September 1992		90th	50th	10th
BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	+	+	$58,300				
Economics & Finance	+	+	43,000				
EDUCATION							
Education Administration	3	**$43,333**	43,780	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	+	+	43,600				
Foreign Languages	+	+	36,870				
Humanities	+	+	N/A	N/A			
Psychology	+	+	42,409				
Sociology	+	+	40,000				
Social Sciences	+	+	30,000				
ENGINEERING							
Aerospace	+	+	52,428				
Chemical	8	**53,375**	52,992	*	*	*	*
Civil	1	**36,000**	43,060	*	*	*	*
Computer	+	+	56,584				
Electrical	3	**43,667**	54,612	*	*	*	*
Industrial	+	+	54,000				
Mechanical	9	**50,102**	46,866	*	*	*	*
Metallurgical	3	**47,913**	49,315	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	+	+	43,638				
Biological	+	+	31,800				
Chemistry	+	+	47,911				
Geology & Geological Sciences	+	+	48,205				
Mathematics	+	+	41,146				
Physics	1	**54,000**	39,913	*	*	*	*
Polymer	+	+	48,667				
	28						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ANIMAL SCIENCES				
CONSULTING SERVICES	1	$30 000	*	*
FEDERAL GOVERNMENT	1	17 600	*	*
AGRIBUSINESS & PRODUCTS	1	18 000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	17 [illegible]	*	*
NATURAL RESOURCES				
AGRIBUSINESS & PRODUCTS	1	26 000	*	*
PAPER & WOOD PRODUCTS	1	22 000	*	*
OTHER AGRICULTURAL SCIENCES				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	18 500	*	*
AGRIBUSINESS & PRODUCTS	1	30 000	*	*
PACKAGING & ALLIED PRODUCTS	2	23 000	*	*
COMPUTER SCIENCE				
BANKING (COMMERCIAL)	1	30 000	*	*
COMMUNICATION SERVICES	3	32 533	*	*
COMPUTER SOFTWARE/DATA PROCESSING	14	30 289	*	*
CONSULTING SERVICES	2	30 750	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	33 280	*	*
FINANCE	6	30 700	*	*
MERCHANDISING	2	30 700	*	*
PROTECTIVE SERVICES	2	34 284	*	*
TRANSPORTATION	1	21 000	*	*
UTILITIES	1	15 184	*	*
EDUCATION	1	28 010	*	*
FEDERAL GOVERNMENT	1	22 000	*	*
LOCAL/STATE GOVERNMENT	1	22 386	*	*
HEALTH SERVICES	1	27 600	*	*
AEROSPACE	6	32 265	*	*
CHEMICALS, DRUGS & ALLIED PRODUCTS	1	35 022	*	*
COMPUTERS & BUSINESS MACHINES	8	33 143	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	5	34 010	*	*
PAPER & WOOD PRODUCTS	1	40 000	*	*
PETROLEUM	2	28 250	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	35 400	*	*
OTHER EMPLOYERS	3	33 000	*	*
COMPUTER PROGRAMMING				
INSURANCE	1	30 663	*	*
RESEARCH ORGANIZATIONS	1	24 996	*	*
INFORMATION SCIENCES				
BANKING (COMMERCIAL)	1	27 000	*	*
BANKING (INVESTMENT)	1	29 000	*	*
COMPUTER SOFTWARE/DATA PROCESSING	11	27 609	*	*
FINANCE	3	$28 500	*	*
INSURANCE	4	29 193	*	*
MERCHANDISING	3	29 332	*	*
PUBLISHING	1	23 000	*	*
RESEARCH ORGANIZATIONS	1	24 000	*	*
TRANSPORTATION	1	29 000	*	*
UTILITIES	1	29 100	*	*
FEDERAL GOVERNMENT	1	20 000	*	*
LOCAL/STATE GOVERNMENT	1	19 600	*	*
HEALTH SERVICES	1	23 000	*	*
AEROSPACE	1	31 500	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	2	30 298	*	*
BUILDING MATERIALS & CONSTRUCTION	1	27 560	*	*
COMPUTERS & BUSINESS MACHINES	1	35 220	*	*
ALLIED HEALTH				
HOSPITALS	2	32 624	*	*
SOCIAL SERVICES	1	20 000	*	*
HEALTH SCIENCES				
EDUCATION	1	21 069	*	*
HOSPITALS	4	19 275	*	*
HEALTH SERVICES	1	23 000	*	*
NURSING				
HOSPITALS	6	33 417	*	*
HEALTH SERVICES	2	31 500	*	*
PHARMACY				
MERCHANDISING	21	43 935	$46 500	$40 000
HOSPITALS	1	42 000	*	*
HEALTH SERVICES	1	44 500	*	*
CHEMICALS, DRUGS & ALLIED PRODUCTS	1	41 500	*	*
OTHER EMPLOYERS	3	43 500	*	*
ACTUARIAL				
FINANCE	1	36 000	*	*
ARCHITECTURAL & ENVIRONMENTAL DESIGN				
ARCHITECTURAL SERVICES	1	18 000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	20 000	*	*
LOCAL/STATE GOVERNMENT	2	20 100	*	*
BIOLOGICAL SCIENCES				
EDUCATION	4	25 921	*	*
HEALTH SERVICES	1	10 500	*	*
WIDELY DIVERSIFIED	1	33 000	*	*
OTHER EMPLOYERS	1	30 000	*	*
CHEMISTRY				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	$27 000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	33 192	*	*
CHEMICALS, DRUGS & ALLIED PRODUCTS	5	30 950	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	30 096	*	*
GEOLOGY & GEOLOGICAL SCIENCES				
COMMUNICATION SERVICES	1	24 960	*	*
CONSULTING SERVICES	1	24 000	*	*
MATHEMATICS				
BANKING (COMMERCIAL)	1	18 000	*	*
FINANCE	1	27 016	*	*
EDUCATION	12	20 663	*	*
LOCAL/STATE GOVERNMENT	1	21 000	*	*
OTHER EMPLOYERS	2	23 502	*	*
PHYSICS				
LOCAL/STATE GOVERNMENT	1	21 480	*	*
OTHER PHYSICAL & EARTH SCIENCES				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	19 242	*	*

Beginning salary offers to all candidates by curriculum and job function

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
ACCOUNTING (PUBLIC)	373	$27,505	$31,000	$24,500
ACCOUNTING (PRIVATE)	108	25,610	31,000	20,500
COMMERCIAL BANKING (CONSUMER)	4	23,000	*	*
COMMERCIAL BANKING (LENDING)	1	26,500	*	*
FINANCIAL/TREASURY ANALYSIS	6	28,000	*	*
UNDERWRITING	2	17,000	*	*
INSURANCE - CLAIMS	1	13,500	*	*
BUYER/MERCHANDISING	1	31,000	*	*
SALES	1	25,000	*	*
GOV'T - FINANCE,TAXATION MONETARY POLICY	10	23,325	*	*
ADMINISTRATIVE (HEALTH CARE)	1	20,000	*	*
COMPUTER PROGRAMMING	1	23,000	*	*
INFORMATION SYSTEMS	2	23,400	*	*
CONSULTING	2	27,900	*	*
HUMAN RESOURCES/INDUSTRIAL RELATIONS	1	35,000	*	*
MANAGEMENT TRAINEE	4	23,800	*	*
BUSINESS ADMINISTRATION				
ACCOUNTING (PRIVATE)	5	18,966	*	*
COMMERCIAL BANKING (CONSUMER)	2	18,348	*	*
COMMERCIAL BANKING (LENDING	1	20,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	20,000	*	*
FINANCIAL/TREASURY ANALYSIS	2	27,250	*	*
PORTFOLIO MANAGEMENT/ BROKERAGE	2	18,500	*	*
UNDERWRITING	6	22,000	*	*
INSURANCE - CLAIMS	5	22,067	*	*
PRODUCTION	1	20,000	*	*
ADVERTISING	1	12,000	*	*
BRAND/PRODUCT MANAGEMENT	6	21,977	*	*
BUYER/MERCHANDISING	9	25,367	*	*
MARKET RESEARCH	1	23,000	*	*
PURCHASING	1	14,400	*	*
SALES	27	22,325	27,600	18,096
EXECUTIVE, LEGISLATIVE, & GENERAL	1	17,686	*	*
GOV'T-FINANCE,TAXATION MONETARY POLICY	3	27,336	*	*
MILITARY	1	23,000	*	*
URBAN / REGIONAL PLANNING	1	18,700	*	*
MANUFACTURING/INDUSTRIAL ENGINEERING	2	26,500	*	*
OTHER HEALTH RELATED	2	$23,500	*	*
COMPUTER PROGRAMMING	1	24,000	*	*
INFORMATION SYSTEMS	2	27,750	*	*
CONSULTING	1	23,000	*	*
HUMAN RESOURCES / INDUSTRIAL RELATIONS	8	26,100	*	*
MANAGEMENT TRAINEE	45	22,527	$25,000	$19,000
DISTRIBUTION MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	24,000	*	*
BUYER/MERCHANDISING	1	30,000	*	*
DISTRIBUTION	3	29,167	*	*
SALES	1	26,400	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
ECONOMICS & FINANCE				
ACCOUNTING (PRIVATE)	11	26,364	*	*
COMMERCIAL BANKING (CONSUMER)	5	18,040	*	*
COMMERCIAL BANKING (LENDING)	2	21,750	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	27,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	14,500	*	*
INVESTMENT BANKING (SALES & TRADING)	1	18,000	*	*
FINANCIAL/TREASURY ANALYSIS	21	26,610	31,500	21,000
PORTFOLIO MANAGEMENT/ BROKERAGE	7	25,570	*	*
INSURANCE - CLAIMS	1	25,000	*	*
BRAND/PRODUCT MANAGEMENT	1	30,000	*	*
BUYER/MERCHANDISING	2	21,000	*	*
MARKET RESEARCH	1	29,004	*	*
SALES	7	24,929	*	*
EXECUTIVE, LEGISLATIVE, & GENERAL	1	17,500	*	*
PROCESS ENGINEERING	1	44,000	*	*
FUNDRAISING / DEVELOPMENT	1	18,750	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,996	*	*
CONSULTING	7	28,000	*	*
MANAGEMENT TRAINEE	21	24,643	29,000	21,000
HOTEL/RESTAURANT MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	16,600	*	*
SALES	1	16,000	*	*
MANAGEMENT TRAINEE	10	20,767	*	*
HUMAN RESOURCES (incl LABOR RELATIONS)				
SALES	3	$23,264	*	*
MILITARY	1	33,500	*	*
SOCIAL SERVICES - ADMINISTRATION	1	14,000	*	*
HUMAN RESOURCES / INDUSTRIAL RELATIONS	2	20,000	*	*
MANAGEMENT TRAINEE	1	18,500	*	*
MANAGEMENT INFORMATION SYSTEMS				
BRAND/PRODUCT MANAGEMENT	6	26,599	*	*
MARKET RESEARCH	1	31,000	*	*
MILITARY	1	30,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	24,000	*	*
ADMINISTRATIVE (HEALTH CARE)	1	54,000	*	*
COMPUTER PROGRAMMING	17	28,047	*	*
INFORMATION SYSTEMS	16	28,373	*	*
SYSTEMS ANALYSIS & DESIGN	11	29,182	*	*
CONSULTING	4	30,250	*	*
MANAGEMENT TRAINEE	2	25,800	*	*
MARKETING/MARKETING MANAGEMENT				
ACCOUNTING (PRIVATE)	1	27,000	*	*
COMMERCIAL BANKING (CONSUMER)	3	26,500	*	*
COMMERCIAL BANKING (LENDING)	1	24,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	35,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	20,000	*	*
FINANCIAL/TREASURY ANALYSIS	5	26,840	*	*
UNDERWRITING	3	25,376	*	*
INSURANCE - CLAIMS	1	27,996	*	*
MEDIA PLANNING	2	16,000	*	*
PUBLIC RELATIONS	4	20,972	*	*
WRITING / EDITING	1	26,000	*	*
BRAND/PRODUCT MANAGEMENT	4	29,500	*	*
BUYER/MERCHANDISING	12	24,064	*	*
DISTRIBUTION	3	28,999	*	*
MARKET RESEARCH	13	23,608	*	*
SALES	54	23,711	$29,000	$18,000
MILITARY	1	24,500	*	*
PROJECT ENGINEERING	1	33,800	*	*
FUNDRAISING / DEVELOPMENT	1	18,500	*	*
COMPUTER PROGRAMMING	1	29,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	27,000	*	*
MANAGEMENT TRAINEE	42	23,112	27,600	18,000

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
REAL ESTATE				
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	$36,500	*	*
INVESTMENT BANKING (REAL ESTATE)	1	16,800	*	*
FINANCIAL/TREASURY ANALYSIS	1	32,000	*	*
PORTFOLIO MANAGEMENT/ BROKERAGE	1	22,000	*	*
SALES	2	29,500	*	*
AGRICULTURE/NATURAL RESOURCES	1	17,686	*	*
CONSULTING	3	34,000	*	*
MANAGEMENT TRAINEE	1	30,000	*	*
ADVERTISING				
PRODUCTION	2	19,500	*	*
PUBLIC RELATIONS	1	500	*	*
ADVERTISING	6	4,217	*	*
SALES	1	27,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	12,000	*	*
COMMUNICATIONS				
COMMERCIAL BANKING (LENDING)	2	19,500	*	*
FINANCIAL/TREASURY ANALYSIS	2	24,500	*	*
DESIGN/GRAPHIC ARTS	2	17,500	*	*
MEDIA PLANNING	1	23,000	*	*
REPORTING	1	23,000	*	*
PRODUCTION	1	25,000	*	*
PUBLIC RELATIONS	2	21,600	*	*
ADVERTISING	1	18,000	*	*
BRAND/PRODUCT MANAGEMENT	1	29,000	*	*
BUYER/MERCHANDISING	1	20,000	*	*
MARKET RESEARCH	1	24,002	*	*
SALES	6	21,917	*	*
GOV'T - FINANCE TAXATION MONETARY POLICY	1	24,000	*	*
ADMINISTRATION	1	25,000	*	*
COUNSELING	2	27,500	*	*
FUNDRAISING / DEVELOPMENT	1	13,500	*	*
SOCIAL WORK	1	18,500	*	*
MANAGEMENT TRAINEE	5	20,440	*	*
JOURNALISM				
COMMERCIAL BANKING (LENDING)	1	18,000	*	*
REPORTING	1	20,000	*	*
PUBLIC RELATIONS	1	13,500	*	*
ADVERTISING	1	24,000	*	*
MANAGEMENT TRAINEE	1	18,000	*	*
TELECOMMUNICATIONS/BROADCASTING				
UNDERWRITING	1	26,000	*	*
MEDIA PLANNING	1	25,500	*	*
REPORTING	1	20,000	*	*
OTHER HEALTH RELATED	1	$13,000	*	*
INFORMATION SYSTEMS	1	33,000	*	*
ELEMENTARY EDUCATION				
INFORMATION SYSTEMS	1	20,000	*	*
MANAGEMENT TRAINEE	1	23,500	*	*
PARALEGAL	2	22,000	*	*
TEACHING	87	21,139	$25,000	$16,000
PRE-ELEMENTARY EDUCATION				
SOCIAL WORK	1	19,000	*	*
TEACHING	11	15,011	*	*
PHYSICAL EDUCATION				
TEACHING	6	23,967	*	*
SPECIAL EDUCATION				
TEACHING	10	21,614	*	*
HUMAN ECOLOGY (HOME ECONOMICS)				
OTHER HEALTH RELATED	3	20,624	*	*
SOCIAL SERVICES - ADMINISTRATION	1	18,000	*	*
SOCIAL WORK	3	20,292	*	*
HUMAN RESOURCES / INDUSTRIAL RELATIONS	2	20,900	*	*
MANAGEMENT TRAINEE	1	21,000	*	*
TEACHING	3	19,208	*	*
TEXTILES & CLOTHING				
DESIGN / CONSTRUCT	2	17,033	*	*
MERCHANDISING MANAGEMENT				
BRAND/PRODUCT MANAGEMENT	2	23,500	*	*
BUYER/MERCHANDISING	1	14,000	*	*
FOREIGN LANGUAGES				
TEACHING	3	21,822	*	*
LETTERS				
FINANCIAL/TREASURY ANALYSIS	2	27,500	*	*
ADVERTISING	1	19,000	*	*
MARKET RESEARCH	1	14,000	*	*
SALES	2	22,000	*	*
COUNSELING	1	13,000	*	*
MANAGEMENT TRAINEE	2	19,000	*	*
TEACHING	10	19,752	*	*
VISUAL & PERFORMING ARTS				
DESIGN/GRAPHIC ARTS	6	18,047	*	*
TEACHING	9	21,751	*	*
HUMANITIES - OTHER				
PORTFOLIO MANAGEMENT/ BROKERAGE	1	24,000	*	*
BUYER/MERCHANDISING	1	29,000	*	*
SALES	2	$18,700	*	*
LAW ENFORCEMENT	1	15,360	*	*
SOCIAL SERVICES - ADMINISTRATION	1	29,244	*	*
MANAGEMENT TRAINEE	2	20,900	*	*
CRIMINAL JUSTICE				
BUYER/MERCHANDISING	1	23,000	*	*
SALES	1	10,800	*	*
LAW ENFORCEMENT	2	22,750	*	*
NATIONAL SECURITY	1	21,000	*	*
URBAN / REGIONAL PLANNING	2	26,000	*	*
HISTORY				
INSURANCE - CLAIMS	1	16,000	*	*
SALES	1	14,000	*	*
MILITARY	1	24,000	*	*
SOCIAL WORK	3	24,000	*	*
MANAGEMENT TRAINEE	1	22,000	*	*
PARALEGAL	1	16,000	*	*
TEACHING	3	22,385	*	*
POLITICAL SCIENCE/GOVERNMENT				
BRAND/PRODUCT MANAGEMENT	1	20,000	*	*
SALES	3	26,733	*	*
LAW ENFORCEMENT	2	18,880	*	*
MANAGEMENT TRAINEE	3	23,000	*	*
PSYCOLOGY				
ACCOUNTING (PRIVATE)	1	23,600	*	*
PRODUCTION	1	20,000	*	*
SALES	1	27,500	*	*
PHYSICAL THERAPY	1	13,000	*	*
OTHER HEALTH RELATED	1	10,000	*	*
COUNSELING	4	19,250	*	*
SOCIAL WORK	1	20,900	*	*
HUMAN RESOURCES / INDUSTRIAL RELATIONS	2	17,000	*	*
MANAGEMENT TRAINEE	3	21,533	*	*
PARALEGAL	1	14,000	*	*
TEACHING	2	26,800	*	*
SOCIOLOGY				
UNDERWRITING	1	16,350	*	*
SALES	1	12,000	*	*
ADMINISTRATION	3	17,028	*	*
COUNSELING	1	20,000	*	*
SOCIAL WORK	1	19,156	*	*
MANAGEMENT TRAINEE	3	22,400	*	*
SOCIAL SCIENCES - OTHER				
PUBLIC RELATIONS	1	21,500	*	*
WRITING / EDITING	1	27,300	*	*
SALES	1	23,000	*	*
LAW ENFORCEMENT	4	24,683	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ADMINISTRATIVE (HEALTH CARE)	1	$19,000	*	*
OTHER HEALTH RELATED	1	21,500	*	*
ADMINISTRATION	3	21,667	*	*
COUNSELING	1	19,000	*	*
SOCIAL WORK	1	18,512	*	*
MANAGEMENT TRAINEE	1	24,000	*	*
TEACHING	7	22,802	*	*
AEROSPACE & AERONAUTICAL ENGINEERING				
DESIGN / CONSTRUCT	2	30,940	*	*
MANUFACTURING/INDUSTRIAL	2	32,190	*	*
POWER SYSTEMS	1	31,000	*	*
TESTING	2	30,600	*	*
PROCESS ENGINEERING	1	36,500	*	*
PROJECT ENGINEERING	2	29,850	*	*
OTHER ENGINEERING	1	30,000	*	*
AGRICULTURAL ENGINEERING				
ENVIRONMENTAL/SANITATION	1	28,600	*	*
AGRICULTURE/NATURAL RESOURCES	3	35,000	*	*
ARCHITECTURAL ENGINEERING				
DESIGN / CONSTRUCT	2	25,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
OTHER HEALTH RELATED	1	12,000	*	*
CONSULTING	1	35,000	*	*
CHEMICAL ENGINEERING				
DESIGN/CONSTRUCT	1	41,040	*	*
SALES	1	32,280	*	*
ENVIRONMENTAL/SANITATION	5	38,998	*	*
MANUFACTURING/INDUSTRIAL	12	38,867	*	*
RESEARCH & DEVELOPMENT	14	40,740	*	*
PROCESS ENGINEERING	51	38,798	$41,500	$35,000
PROJECT ENGINEERING	4	40,025	*	*
OTHER ENGINEERING	6	36,848	*	*
MANAGEMENT TRAINEE	1	40,500	*	*
CIVIL ENGINEERING				
DESIGN / CONSTRUCT	72	28,397	30,500	25,000
ENVIRONMENTAL/SANITATION	8	32,313	*	*
RESEARCH & DEVELOPMENT	1	27,252	*	*
TESTING	4	26,163	*	*
PROJECT ENGINEERING	10	30,260	*	*
OTHER ENGINEERING	14	30,572	*	*
CONSULTING	5	29,961	*	*
COMPUTER ENGINEERING				
NATIONAL SECURITY	1	36,600	*	*
DESIGN / CONSTRUCT	1	30,000	*	*
SYSTEMS / PROGRAMMING	4	33,650	*	*
SOFTWARE DESIGN & DEVELOPMENT	18	33,468	*	*
HARDWARE DESIGN & DEVELOPMENT	5	$36,299	*	*
PROJECT ENGINEERING	1	32,000	*	*
OTHER ENGINEERING	9	34,143	*	*
COMPUTER PROGRAMMING	4	29,375	*	*
SYSTEMS ANALYSIS & DESIGN	7	33,414	*	*
ELECTRICAL/ELECTRONIC ENGINEERING				
COMMERCIAL BANKING (LENDING)	3	34,960	*	*
SALES	8	32,249	*	*
DESIGN / CONSTRUCT	26	32,190	$35,100	$28,000
MANUFACTURING/INDUSTRIAL	19	35,218	*	*
SYSTEMS / PROGRAMMING	8	32,247	*	*
POWER SYSTEMS	24	34,646	36,000	32,496
SOFTWARE DESIGN & DEVELOPMENT	8	34,511	*	*
HARDWARE DESIGN & DEVELOPMENT	23	35,568	38,000	33,500
RESEARCH & DEVELOPMENT	4	30,251	*	*
TESTING	5	33,123	*	*
PROCESS ENGINEERING	3	37,633	*	*
PROJECT ENGINEERING	35	34,858	38,000	29,000
OTHER ENGINEERING	53	33,315	37,020	27,000
COMPUTER PROGRAMMING	3	35,200	*	*
INFORMATION SYSTEMS	1	31,000	*	*
CONSULTING	4	30,601	*	*
MANAGEMENT TRAINEE	2	36,250	*	*
ENIVRONMENTAL ENGINEERING				
OTHER ENGINEERING	1	33,624	*	*
INDUSTRIAL ENGINEERING				
PUBLIC RELATIONS	1	32,000	*	*
DISTRIBUTION	1	36,000	*	*
DESIGN / CONSTRUCT	1	33,000	*	*
ENVIRONMENTAL/SANITATION	1	32,004	*	*
MANUFACTURING/INDUSTRIAL	19	34,540	*	*
TESTING	1	33,000	*	*
PROJECT ENGINEERING	3	36,267	*	*
OTHER ENGINEERING	18	33,030	*	*
INFORMATION SYSTEMS	1	31,500	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
CONSULTING	2	35,498	*	*
MANAGEMENT TRAINEE	1	35,100	*	*
MECHANICAL ENGINEERING				
INSURANCE - CLAIMS	1	32,500	*	*
PRODUCTION	1	38,400	*	*
BRAND/PRODUCT MANAGEMENT	1	34,200	*	*
SALES	2	33,950	*	*
MILITARY	2	29,238	*	*
DESIGN / CONSTRUCT	37	32,661	36,720	28,000
ENVIRONMENTAL/SANITATION	3	28,500	*	*
MANUFACTURING/INDUSTRIAL	56	35,726	40,000	32,500
SYSTEMS / PROGRAMMING	1	32,400	*	*
POWER SYSTEMS	4	$34,250	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	27,000	*	*
HARDWARE DESIGN & DEVELOPMENT	6	33,583	*	*
RESEARCH & DEVELOPMENT	4	34,139	*	*
TESTING	2	36,250	*	*
PROCESS ENGINEERING	6	35,800	*	*
PROJECT ENGINEERING	40	34,857	$39,600	$30,000
OTHER ENGINEERING	44	34,043	38,500	30,000
SYSTEMS ANALYSIS & DESIGN	1	28,250	*	*
CONSULTING	2	32,660	*	*
MANAGEMENT TRAINEE	1	32,760	*	*
METALLURGICAL ENGINEERING				
DESIGN / CONSTRUCT	1	36,500	*	*
MANUFACTURING/INDUSTRIAL	7	32,043	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	33,960	*	*
RESEARCH & DEVELOPME	1	36,500	*	*
PROJECT ENGINEERING	4	36,850	*	*
OTHER ENGINEERING	1	34,800	*	*
MINING (INCL GEOLOGICAL) ENGINEERING				
DESIGN / CONSTRUCT	4	32,820	*	*
ENVIRONMENTAL/SANITATION	6	31,933	*	*
MANUFACTURING/INDUSTRIAL	1	37,200	*	*
NUCLEAR ENGINEERING				
TESTING	1	35,000	*	*
OTHER ENGINEERING	1	33,000	*	*
PETROLEUM ENGINEERING				
MARKET RESEARCH	1	30,000	*	*
PROJECT ENGINEERING	4	41,875	*	*
OTHER ENGINEERING	7	38,957	*	*
ENGINEERING TECHNOLOGY				
DESIGN / CONSTRUCT	3	30,600	*	*
ENVIRONMENTAL/SANITATION	1	29,000	*	*
MANUFACTURING/INDUSTRIAL	1	30,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	28,500	*	*
TESTING	1	35,000	*	*
PROJECT ENGINEERING	2	40,600	*	*
OTHER ENGINEERING	4	25,875	*	*
INDUSTRIAL TECHNOLOGY				
MANUFACTURING/INDUSTRIAL	1	27,500	*	*
AGRIBUSINESS				
BRAND/PRODUCT MANAGEMENT	1	14,400	*	*
SALES	1	29,000	*	*
MANAGEMENT TRAINEE	2	23,598	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ANIMAL SCIENCES				
FINANCIAL/TREASURY ANALYSIS	1	$30,000	*	*
AGRICULTURE/NATURAL RESOURCES	4	17,898	*	*
NATURAL RESOURCES				
AGRICULTURE/NATURAL RESOURCES	2	24,000	*	*
OTHER AGRICULTURAL SCIENCES				
ENVIRONMENTAL/SANITATION	1	18,500	*	*
AGRICULTURE/NATURAL RESOURCES	3	25,333	*	*
COMPUTER SCIENCE				
FINANCIAL/TREASURY ANALYSIS	2	26,100	*	*
DESIGN / CONSTRUCT	1	30,940	*	*
MANUFACTURING/INDUSTRIAL	1	34,600	*	*
SYSTEMS / PROGRAMMING	2	31,500	*	*
SOFTWARE DESIGN & DEVELOPMENT	9	32,237	*	*
TESTING	1	28,500	*	*
OTHER ENGINEERING	6	35,268	*	*
COMPUTER PROGRAMMING	23	28,933	$34,620	$22,000
INFORMATION SYSTEMS	6	29,662	*	*
SYSTEMS ANALYSIS & DESIGN	10	33,446	*	*
CONSULTING	2	32,000	*	*
RESEARCHERS NON-TECH	2	37,000	*	*
COMPUTER PROGRAMMING				
COMPUTER PROGRAMMING	1	30,663	*	*
SYSTEMS ANALYSIS & DESIGN	1	24,996	*	*
INFORMATION SCIENCES				
ACCOUNTING (PRIVATE)	1	23,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	29,000	*	*
SALES	1	27,996	*	*
MILITARY	1	20,000	*	*
SYSTEMS / PROGRAMMING	1	27,000	*	*
ADMINISTRATIVE (HEALTH CARE)	1	23,000	*	*
COMPUTER PROGRAMMING	7	27,209	*	*
INFORMATION SYSTEMS	20	28,218	30,445	25,000
SYSTEMS ANALYSIS & DESIGN	2	33,858	*	*
ALLIED HEALTH				
MEDICAL TECHNOLOGY	2	32,624	*	*
OTHER HEALTH RELATED	1	20,000	*	*
HEALTH SCIENCES				
ADMINISTRATIVE (HEALTH CARE)	1	16,100	*	*
INDUSTRIAL HYGIENE	1	21,069	*	*
NURSES / PERSONAL CARE	2	20,500	*	*
OTHER HEALTH RELATED	2	21,500	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
NURSING				
NURSES / PERSONAL CARE	8	$32,938	*	*
PHARMACY				
PHARMACIST	27	43,746	$46,500	$40,000
ACTUARIAL				
ACTUARIAL	1	36,000	*	*
ARCHITECTURAL & ENVIRONMENTAL DESIGN				
URBAN / REGIONAL PLANNING	1	13,200	*	*
DESIGN / CONSTRUCT	1	20,000	*	*
ARCHITECTURE	2	22,500	*	*
BIOLOGICAL SCIENCES				
BIOENGINEERING	1	33,000	*	*
PHYSICAL THERAPY	1	10,500	*	*
OTHER HEALTH RELATED	2	29,613	*	*
TEACHING	3	24,820	*	*
CHEMISTRY				
SALES	3	30,467	*	*
MANUFACTURING/INDUSTRIAL	1	28,350	*	*
RESEARCH & DEVELOPMENT	1	35,000	*	*
PROCESS ENGINEERING	4	30,096	*	*
GEOLOGY & GEOLOGICAL SCIENCES				
SALES	1	24,960	*	*
RESEARCHERS - TECHNICAL	1	24,000	*	*
MATHEMATICS				
COMMERCIAL BANKING (LENDING)	1	18,000	*	*
EXECUTIVE, LEGISLATIVE, & GENERAL	1	21,000	*	*
ACTUARIAL	2	23,510	*	*
MATH/STATISTICIANS	1	27,000	*	*
TEACHING	12	20,663	*	*
PHYSICS				
OTHER HEALTH RELATED	1	21,480	*	*
OTHER PHYSICAL & EARTH SCIENCES				
OTHER ENGINEERING	1	19,242	*	*

1992-93 CPC SALARY SURVEY PARTICIPANTS

ECPO

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Fordham Univ. - Lincoln Center
Franklin Pierce College
Husson College
Iona College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Queens College
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
St. John Fisher College
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Rutgers Univ - Graduate School of Management
Seton Hall University
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Washington & Lee University
West Virginia Inst. of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg
Iowa State Univ. - Family & Consumer Science
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
University of Minnesota - Agri.
University of Minnesota - Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
University of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville

Southwest Missouri State Univ.
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Kansas State University
Montana State University
University of Montana
Univ of Nebraska - Kearney
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of Northern Colorado
Sioux Falls College
South Dakota School of Mines
Univ. of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg.
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Polytechnic Inst. & State University
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.- Hayward
California State University - Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington

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A study of 1992-1993 beginning offers

CPC $alary $urvey

March 1993

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The 1992-93 recruiting season continues to lack signs of improvement. The job market remains tight for this year's college graduates, with fewer employers visiting campuses—and those few bringing only limited opportunities. For those graduates who received offers, starting salaries show little movement since September 1992, as this March 1993 report indicates.

Starting salary offers to business graduates have increased slightly compared to September 1992 salary figures. Management information systems graduates, receiving the best increase, posted starting salary offers 2.6 percent higher than last year for an average of $29,267. Accounting graduates, marketing graduates, and economics and finance graduates all gained 2 percent higher starting salary offers with averages of $27,716, $24,397, and $26,656 respectively. However, business administration graduates received starting salary offers that were slightly lower than last September's final figures, averaging $24,205.

Among engineering graduates, starting salary offers increased the most for industrial engineers. Their offers increased 2.5 percent for an average of $33,145. Chemical engineers continue to attract top offers, posting a 1.5 percent increase to $39,793. Starting salary offers to mechanical and electrical engineers rose less than 1 percent, averaging $34,516 and $34,305 respectively. Civil engineers saw no change in their starting salary offers for an average of $29,385.

So far, social sciences graduates are faring better than their counterparts in humanities, but only in terms of the depth of the decreases in starting salary offers. For example, while political science/government graduates saw their average offer drop 1.6 percent, their counterparts in letters experienced a decrease of 9.3 percent. Psychology graduates, however, posted a 1.8 percent gain, for an average of $20,538.

Historically, starting salary offers to M.B.A. graduates are lower in the March report in comparison to the previous September's final figures. This March is no exception. However, the starting salary offers reported here are only slightly lower than those posted in September 1992—and are actually higher than those of March 1992.

By type of employer, those in the electrical/electronic equipment category provided the largest percentage of offers to technical undergraduates, accounting for 9.8 percent of all offers, slightly up from last March when these employers provided 8.7 percent of the offers to technical undergraduates. Consulting organizations accounted for 9.3 percent of the offers to those with technical undergraduate degrees, up from 7.3 percent in March 1992. In both cases, however, the total number of reported offers from these employers dropped from last March. Showing the most movement—both in percentage of offers and in total number of offers—were employers in the engineering/surveying/environmental category. Last March, these employers accounted for just 5.5 percent of the number of offers to technical undergraduates. This March, they account for 9.3 percent. Moreover, the actual number of reported offers from this category to technical undergraduates grew by almost 21 percent—from 174 reported offers last March to 210 in this report.

In the nontechnical undergraduate fields, public accounting, merchandising, and education employers accounted for the most offers. Public accounting firms provided 34.6 percent of the offers, merchandising accounted for 8.3 percent, and education accounted for almost 9 percent of the offers. In terms of total number of offers, however, these categories all show decreases from this time last year, though the number of offers from education employers dropped only 7 percent.

Once again, the curriculum/employer and curriculum/function tables are presented as they were in the January 1993 report. Simply follow each table to the desired curriculum category and locate either the employer or job function category below in the respective table. This format will appear as long as limited numbers of job offers are reported.

The March 1993 ***CPC Salary Survey*** contains information received during the period of September 1, 1992, to March 10, 1993. Its data are compiled from offers extended to students graduating between September 1, 1992, and August 31, 1993. Participating in the ***Salary Survey*** are 402 career services offices at colleges and universities across the United States. The March 1993 report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 402 career planning and placement offices of colleges and universities across the United States. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non- profit and educational institutions. The figures reported are for base salaries only and do not include bonuses, fringe benefits, or overtime rates. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students and, consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	March 1993	March 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	1,134	**$27,716**	$27,179	2.0%	$32,000	$28,000	$23,000
Business Administration (incl. Management Science)	275	**24,205**	24,305	-0.4	32,000	23,500	17,800
Distribution Management	10	**27,440**	22,931	*	*	*	*
Economics & Finance (incl. Banking)	255	**26,656**	26,122	2.0	32,000	28,000	19,500
Hotel/Restaurant Management	18	**21,809**	21,063	*	*	*	*
Human Resources (incl. Labor Relations)	17	**26,047**	23,427	*	*	*	*
Management Information Systems	102	**29,267**	28,519	2.6	34,000	29,650	24,000
Marketing/Marketing Management (incl. Research)	274	**24,397**	23,914	2.0	30,000	24,000	18,000
Real Estate	12	**27,716**	21,046	*	*	*	*
COMMUNICATIONS							
Advertising	17	**23,753**	21,160	*	*	*	*
Communications	68	**21,964**	21,262	3.3	26,000	22,900	17,500
Journalism	19	**17,814**	19,851	*	*	*	*
Telecommunications/Broadcasting	7	**23,429**	21,572	*	*	*	*
EDUCATION							
Elementary Education	129	**20,434**	20,689	-1.2	24,500	21,000	13,600
Pre-Elementary Education	14	**16,200**	17,371	*	*	*	*
Physical Education	12	**21,908**	21,994	*	*	*	*
Special Education	22	**21,390**	21,372	0.1	25,504	21,557	17,766
HOME ECONOMICS							
Human Ecology	14	**19,584**	19,181	*	*	*	*
Textiles & Clothing	5	**20,913**	22,279	*	*	*	*
Merchandising Management	6	**20,167**	19,811	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	4	**23,117**	22,995	*	*	*	*
Letters	34	**20,123**	22,190	-9.3	25,000	20,468	14,000
Visual & Performing Arts	22	**20,429**	21,138	-3.4	23,466	21,000	16,640
Humanities-Other	10	**22,060**	22,941	*	*	*	*
Criminal Justice	11	**22,836**	19,851	*	*	*	*
History	21	**22,143**	22,838	-3.0	31,250	22,691	15,600
Political Science/Government	28	**22,683**	23,042	-1.6	28,000	23,800	17,160
Psychology	41	**20,538**	20,180	1.8	32,000	18,500	13,000
Sociology	15	**19,058**	21,015	*	*	*	*
Social Sciences-Other	39	**22,340**	21,623	3.3	27,300	22,000	18,000
ENGINEERING							
Aerospace & Aeronautical	21	**31,946**	31,826	0.4	34,500	31,380	30,000
Agricultural	6	**32,017**	31,464	*	*	*	*
Architectural	6	**28,667**	29,211	*	*	*	*
Bioengineering & Biomedical	3	**26,333**	30,769	*	*	*	*
Chemical	243	**39,793**	39,203	1.5	42,500	40,800	36,000
Civil	189	**29,385**	29,376	0.0	33,000	29,000	26,000

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	March 1993	March 1993	September 1992		90th	50th	10th
Continued . . .							
Computer	151	**$33,475**	$32,848	1.9 %	$37,000	$34,980	$28,000
Electrical	391	**34,035**	33,754	0.8	38,000	35,000	28,476
Environmental	1	**33,624**	31,111	*	*	*	*
Industrial	147	**33,145**	32,348	2.5	37,700	33,000	28,800
Mechanical	481	**34,516**	34,462	0.2	39,000	35,000	29,000
Metallurgical	36	**34,145**	33,502	1.9	37,400	35,000	28,500
Mining	13	**31,945**	31,177	*	*	*	*
Nuclear	3	**33,833**	34,447	*	*	*	*
Petroleum	14	**39,157**	40,679	*	*	*	*
Textile	+	+	32,350				
Engineering Technology	26	**30,609**	31,051	-1.4	36,000	30,000	24,814
Industrial Technology	2	**27,750**	26,986	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	12	**23,983**	23,414	*	*	*	*
Animal Sciences	13	**21,246**	20,189	*	*	*	*
Plant Sciences	2	**25,000**	22,150	*	*	*	*
Natural Resources	4	**21,000**	21,786	*	*	*	*
Other Agricultural Sciences	14	**24,579**	22,388	*	*	*	*
COMPUTER SCIENCES							
Computer Science	229	**31,118**	30,523	2.0	36,900	32,000	25,000
Computer Programming	14	**28,511**	30,885	*	*	*	*
Information Sciences & Systems	54	**29,002**	28,990	0.0	34,000	28,750	24,000
Systems Analysis	1	**31,000**	29,913	*	*	*	*
HEALTH SCIENCES							
Allied Health	10	**30,219**	30,555	*	*	*	*
Health Sciences	9	**18,997**	23,559	*	*	*	*
Nursing	15	**31,851**	31,732	*	*	*	*
Pharmacy[1]	34	**43,570**	41,567	4.8	46,500	44,750	39,500
SCIENCES							
Actuarial	4	**34,450**	31,830	*	*	*	*
Architectural & Environmental Design	8	**22,255**	23,570	*	*	*	*
Biological	18	**22,983**	21,851	*	*	*	*
Chemistry	23	**30,125**	27,557	9.3	33,500	30,000	26,000
Geological	5	**27,392**	25,704	*	*	*	*
Mathematics (incl. Statistics)	37	**24,698**	28,434	-13.1	32,500	25,000	17,500
Physics	3	**22,160**	29,019	*	*	*	*
Other Physical and Earth Sciences	5	**21,448**	23,384	*	*	*	*
Textile Science	+	+	34,367				
	4,882						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
[1] Pharmacy is a 5-year degree program

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	March 1993	March 1993	September 1992		90th	50th	10th
FINANCE							
Accounting (Public)	888	**$28,228**	$27,762	1.7%	$32,000	$28,500	$24,500
Accounting (Private)	246	**26,086**	25,588	1.9	31,100	27,000	20,000
Commercial Banking (Consumer)	32	**21,900**	22,255	-1.6	27,000	22,000	15,000
Commercial Banking (Lending)	23	**25,330**	24,712	2.5	33,000	25,000	19,000
Investment Banking (Corporate Finance)	9	**31,278**	28,605	*	*	*	*
Investment Banking (Mergers & Acquisitions)	5	**33,600**	31,375	*	*	*	*
Investment Banking (Real Estate)	6	**20,150**	27,977	*	*	*	*
Investment Banking (Sales & Trading)	7	**25,143**	25,552	*	*	*	*
Financial/Treasury Analysis	93	**27,663**	27,695	-0.1	33,000	28,500	21,000
Portfolio Management/Brokerage	15	**23,953**	23,398	*	*	*	*
Insurance (Underwriting)	23	**23,130**	24,297	-4.8	26,000	25,000	17,000
Insurance (Claims)	20	**23,073**	23,154	-0.4	29,000	24,000	16,000
COMMUNICATIONS							
Design/Graphic Arts	18	**24,404**	18,810	*	*	*	*
Media Planning	9	**19,422**	21,009	*	*	*	*
Reporting	9	**17,649**	16,745	*	*	*	*
Production	10	**23,590**	20,819	*	*	*	*
Public Relations	16	**21,204**	20,880	*	*	*	*
Writing/Editing	4	**20,650**	23,090	*	*	*	*
MARKETING							
Advertising	15	**23,170**	20,422	*	*	*	*
Brand/Product Management	38	**25,452**	25,662	-0.8	31,800	26,500	18,000
Buyer/Merchandising	45	**24,975**	23,578	5.9	30,000	25,000	19,000
Distribution	16	**28,375**	24,364	*	*	*	*
Market Research	26	**23,727**	24,561	-3.4	30,000	23,500	18,000
Purchasing	3	**21,800**	26,364	*	*	*	*
Sales	268	**24,960**	24,841	0.5	33,000	25,000	16,900
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	12	**23,790**	22,054	*	*	*	*
Finance, Taxation, Monetary Policy	31	**23,893**	24,193	-1.2	28,224	24,000	19,600
Economic Programs	3	**21,009**	22,026	*	*	*	*
Law Enforcement	14	**23,268**	23,194	*	*	*	*
Military	16	**25,979**	24,634	*	*	*	*
National Security	3	**31,400**	27,874	*	*	*	*
Urban/Regional Planning	8	**22,988**	25,314	*	*	*	*
ENGINEERING							
Bioengineering	2	**37,000**	31,800	*	*	*	*
Design/Construct	237	**30,827**	31,374	-1.7	36,000	30,000	26,064
Environmental/Sanitation	43	**31,235**	31,200	0.1	39,960	32,004	25,000
Manufacturing/Industrial	257	**34,750**	34,529	0.6	40,000	35,000	28,600
Systems/Programming	49	**32,334**	32,385	-0.2	37,700	33,000	27,000
Power Systems	59	**34,582**	34,043	1.6	36,800	35,360	31,000
Software Design & Development	88	**32,848**	33,536	-2.1	37,000	33,730	27,000
Hardware Design & Development	62	**35,429**	34,108	3.9	38,000	35,875	32,500
Research & Development	59	**35,606**	35,434	0.5	42,000	36,000	26,000
Testing	34	**32,183**	31,149	3.3	37,920	34,050	25,000
Process Engineering	162	**39,342**	39,071	0.7	42,300	40,600	35,000
Project Engineering	175	**35,343**	34,319	3.0	40,000	35,580	29,300
Other Engineering	398	**33,699**	33,361	1.0	39,000	34,730	27,600
HEALTH CARE							
Administrative	10	**25,362**	23,148	*	*	*	*
Industrial Hygiene	1	**21,069**	19,444	*	*	*	*
Medical Technology	4	**29,537**	24,586	*	*	*	*
Nursing / Personal Care	19	**30,945**	31,538	*	*	*	*

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

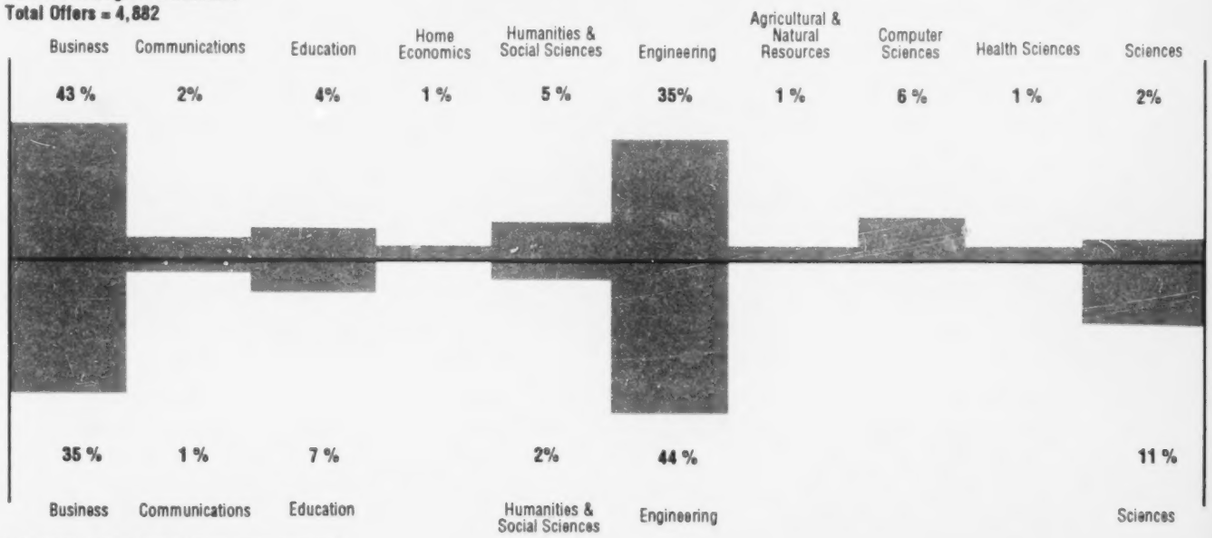
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	March 1993	March 1993	September 1992		90th	50th	10th
Continued . . .							
Occupational Therapy	4	**$33,260**	$29,845	*	*	*	*
Pharmacist	34	**43,570**	41,691	4.5%	$46,500	$44,750	$39,500
Physical Therapy	3	**18,167**	27,819	*	*	*	*
Respiratory Therapy	+	+	N/A	N/A			
Other Health Related	23	**21,054**	23,130	-9.0	29,225	21,500	13,000
SOCIAL SERVICES							
Administration	16	**20,005**	19,452	*	*	*	*
Counseling	18	**20,555**	17,791	*	*	*	*
Fundraising/Development	5	**15,550**	20,926	*	*	*	*
Social Work	16	**20,529**	18,025	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	158	**29,152**	29,330	-0.6	35,100	29,000	22,000
Information Systems	138	**29,925**	29,169	2.6	34,500	30,223	24,000
Computer Systems Analyst	79	**32,010**	30,932	3.5	37,000	32,400	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	4	**29,705**	30,265	*	*	*	*
Agricultural/Natural Resources	26	**21,838**	21,286	2.6	30,000	20,000	17,600
Architecture	6	**22,763**	23,392	*	*	*	*
Consulting	181	**31,986**	30,168	6.0	36,000	32,100	27,900
Human Resources/Industrial Relations	23	**23,796**	24,891	-4.4	32,000	23,000	19,000
Management Trainee	283	**23,471**	22,928	2.4	29,500	23,000	18,000
Mathematician/Statistician	5	**28,000**	25,373	*	*	*	*
Paralegal	6	**20,100**	20,693	*	*	*	*
Research (Nontechnical)	3	**32,333**	25,181	*	*	*	*
Research (Technical)	12	**30,075**	26,574	*	*	*	*
Teaching	249	**20,468**	21,093	-3.0	25,000	21,000	14,000
	4,882						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 4,882



Master's Degree Candidates (Inexperienced)
Total Offers = 632

Beginning salary offers to all candidates by curriculum and employer

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
PUBLIC ACCOUNTING	863	$28,287	$32,000	$25,000
BANKING (COMMERCIAL)	22	25,759	29,000	21,000
BANKING (INVESTMENT)	5	27,800	*	*
COMMUNICATION SERVICES	7	28,643	*	*
COMPUTER SOFTWARE / DATA PROCESSING	3	27,000	*	*
CONSULTING SERVICES	10	26,332	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	31,200	*	*
FINANCE	28	26,870	33,000	22,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	21,750	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	4	25,500	*	*
INSURANCE	21	24,350	27,427	17,500
LEGAL SERVICES	1	27,000	*	*
MERCHANDISING	8	25,760	*	*
PROTECTIVE SERVICES	1	14,400	*	*
PUBLISHING	4	19,825	*	*
REAL ESTATE	2	24,560	*	*
TRANSPORTATION	2	25,000	*	*
UTILITIES	12	25,012	*	*
EDUCATION	3	19,820	*	*
FEDERAL GOVERNMENT	15	24,021	*	*
LOCAL/STATE GOVERNMENT	20	23,036	28,224	19,000
HOSPITALS	2	23,750	*	*
HEALTH SERVICES	3	19,233	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	21,000	*	*
SOCIAL SERVICES	2	17,250	*	*
OTHER NONPROFIT EMPLOYERS	1	21,000	*	*
AEROSPACE	2	26,250	*	*
AGRIBUSINESS & PRODUCTS	6	29,649	*	*
AUTOMOTIVE & MECHANICAL	2	26,000	*	*
BUILDING MATERIALS & CONSTRUCTION	2	22,950	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	12	31,350	*	*
COMPUTERS & BUSINESS MACHINES	8	24,713	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	8	29,200	*	*
FOOD & BEVERAGE	5	30,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	30,000	*	*
METALS & METAL PRODUCTS	3	29,080	*	*
MINING	1	30,500	*	*
PACKAGING & ALLIED PRODUCTS	1	27,000	*	*
PAPER & WOOD PRODUCTS	4	25,899	*	*
PETROLEUM	17	28,619	*	*
PRINTING	1	$22,050	*	*
TEXTILES & APPAREL	1	31,000	*	*
WIDELY DIVERSIFIED	1	37,000	*	*
OTHER EMPLOYERS	15	24,513	*	*
BUSINESS ADMINISTRATION				
PUBLIC ACCOUNTING	11	27,773	*	*
ADVERTISING	1	12,000	*	*
BANKING (COMMERCIAL)	16	21,450	*	*
COMMUNICATION SERVICES	3	27,967	*	*
COMPUTER SOFTWARE / DATA PROCESSING	6	27,083	*	*
CONSULTING SERVICES	17	30,647	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	23,500	*	*
FINANCE	19	25,916	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	4	23,125	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	4	22,250	*	*
INSURANCE	25	24,513	$28,000	$18,000
LEGAL SERVICES	1	30,000	*	*
MERCHANDISING	69	21,955	26,000	18,000
PERSONNEL SUPPLY SERVICES	1	24,960	*	*
PUBLISHING	1	23,400	*	*
REAL ESTATE	3	20,333	*	*
TRANSPORTATION	12	20,786	*	*
UTILITIES	1	24,000	*	*
EDUCATION	2	27,500	*	*
FEDERAL GOVERNMENT	11	24,960	*	*
LOCAL/STATE GOVERNMENT	6	24,964	*	*
HOSPITALS	6	27,367	*	*
HEALTH SERVICES	5	22,400	*	*
MEMBERSHIP/RELIGIOUS	1	12,000	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	22,500	*	*
AEROSPACE	2	27,850	*	*
AUTOMOTIVE & MECHANICAL	3	21,133	*	*
BUILDING MATERIALS & CONSTRUCTION	3	19,333	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	8	28,550	*	*
COMPUTERS & BUSINESS MACHINES	5	29,960	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	6	27,607	*	*
FOOD & BEVERAGE	2	26,750	*	*
METALS & METAL PRODUCTS	2	18,450	*	*
PACKAGING & ALLIED PRODUCTS	2	20,000	*	*
PRINTING	2	22,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	$25,000	*	*
TEXTILES & APPAREL	3	21,533	*	*
OTHER EMPLOYERS	9	23,918	*	*
DISTRIBUTION MANAGEMENT				
BANKING (INVESTMENT)	1	24,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	2	29,750	*	*
FINANCE	1	22,000	*	*
MERCHANDISING	2	28,750	*	*
TRANSPORTATION	1	26,400	*	*
UTILITIES	1	25,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	30,000	*	*
ECONOMICS & FINANCE				
PUBLIC ACCOUNTING	28	29,423	$32,000	$28,000
ADVERTISING	1	25,000	*	*
BANKING (COMMERCIAL)	31	23,633	29,000	17,500
BANKING (INVESTMENT)	14	28,571	*	*
COMMUNICATION SERVICES	2	27,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING	4	28,750	*	*
CONSULTING SERVICES	36	29,403	33,500	26,000
FINANCE	44	26,207	30,500	20,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	24,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	3	23,132	*	*
INSURANCE	9	22,609	*	*
LEGAL SERVICES	1	29,500	*	*
MERCHANDISING	19	22,990	*	*
PUBLISHING	1	25,000	*	*
REAL ESTATE	2	15,650	*	*
TRANSPORTATION	3	22,667	*	*
EDUCATION	1	18,750	*	*
FEDERAL GOVERNMENT	5	25,279	*	*
LOCAL/STATE GOVERNMENT	1	17,500	*	*
MEMBERSHIP/RELIGIOUS	1	27,000	*	*
AGRIBUSINESS & PRODUCTS	2	29,000	*	*
AUTOMOTIVE & MECHANICAL	2	29,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	5	34,280	*	*
COMPUTERS & BUSINESS MACHINES	5	27,200	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	4	29,875	*	*
FOOD & BEVERAGE	7	25,500	*	*
METALS & METAL PRODUCTS	3	26,833	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Economics & Finance (cont.)				
MINING	1	$23,000	*	*
PAPER & WOOD PRODUCT	6	30,100	*	*
PETROLEUM	5	30,700	*	*
PRINTING	1	25,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	28,750	*	*
OTHER EMPLOYERS	5	23,100	*	*
HOTEL/RESTAURANT MANAGEMENT				
FINANCE	1	16,600	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	3	21,333	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	8	20,182	*	*
MERCHANDISING	1	16,000	*	*
TRANSPORTATION	1	24,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	26,000	*	*
FOOD & BEVERAGE	1	24,000	*	*
PETROLEUM	2	30,250	*	*
HUMAN RESOURCES				
INSURANCE	2	20,500	*	*
MERCHANDISING	2	24,500	*	*
TRANSPORTATION	1	21,000	*	*
FEDERAL GOVERNMENT	1	33,500	*	*
HEALTH SERVICES	1	24,000	*	*
SOCIAL SERVICES	1	14,000	*	*
AEROSPACE	1	60,000	*	*
AGRIBUSINESS & PRODUCTS	1	25,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	17,292	*	*
METALS & METAL PRODUCTS	1	30,000	*	*
PAPER & WOOD PRODUCT	2	20,000	*	*
TEXTILES & APPAREL	2	29,000	*	*
WIDELY DIVERSIFIED	1	30,000	*	*
MANAGEMENT INFORMATION SYSTEMS				
PUBLIC ACCOUNTING	6	32,433	*	*
ADVERTISING	1	25,000	*	*
BANKING (COMMERCIAL)	1	24,000	*	*
COMMUNICATION SERVICES	1	29,925	*	*
COMPUTER SOFTWARE / DATA PROCESSING	19	27,423	*	*
CONSULTING SERVICES	13	30,254	*	*
FINANCE	4	27,875	*	*
INSURANCE	10	29,040	*	*
MERCHANDISING	3	27,667	*	*
PUBLISHING	1	26,000	*	*
RESEARCH ORGANIZATIONS	2	24,000	*	*
TRANSPORTATION	2	28,250	*	*
UTILITIES	2	27,800	*	*
FEDERAL GOVERNMENT	1	30,000	*	*
LOCAL/STATE GOVERNMENT	2	19,100	*	*
HEALTH SERVICES	1	54,000	*	*
SOCIAL SERVICES	1	$25,000	*	*
AGRIBUSINESS & PRODUCTS	8	30,375	*	*
BUILDING MATERIALS & CONSTRUCTION	1	21,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	33,600	*	*
COMPUTERS & BUSINESS MACHINES	6	31,839	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	32,500	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,000	*	*
PAPER & WOOD PRODUCTS	1	33,500	*	*
PETROLEUM	3	32,667	*	*
OTHER EMPLOYERS	7	27,370	*	*
MARKETING/MARKETING MANAGEMENT				
PUBLIC ACCOUNTING	2	27,498	*	*
ADVERTISING	5	23,400	*	*
BANKING (COMMERCIAL)	10	23,840	*	*
BANKING (INVESTMENT)	1	35,000	*	*
COMMUNICATION SERVICES	9	20,333	*	*
COMPUTER SOFTWARE / DATA PROCESSING	14	24,964	*	*
CONSULTING SERVICES	2	26,750	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	30,000	*	*
FINANCE	13	24,835	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	5	21,918	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	21,600	*	*
INSURANCE	14	26,121	*	*
MERCHANDISING	70	22,687	$27,504	$18,000
PERSONNEL SUPPLY SERVICES	3	21,000	*	*
PUBLISHING	3	22,333	*	*
REAL ESTATE	1	25,000	*	*
RESEARCH ORGANIZATIONS	8	23,925	*	*
TRANSPORTATION	8	22,275	*	*
UTILITIES	1	30,000	*	*
EDUCATION	1	22,500	*	*
FEDERAL GOVERNMENT	3	23,469	*	*
LOCAL/STATE GOVERNMENT	1	27,000	*	*
HOSPITALS	2	25,354	*	*
MEMBERSHIP/RELIGIOUS	1	15,000	*	*
SOCIAL SERVICES	2	25,750	*	*
AGRIBUSINESS & PRODUCTS	2	26,850	*	*
AUTOMOTIVE & MECHANICAL	7	32,029	*	*
BUILDING MATERIALS & CONSTRUCTION	7	21,971	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	7	27,243	*	*
COMPUTERS & BUSINESS MACHINES	11	26,024	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	6	26,250	*	*
FOOD & BEVERAGE	13	$26,366	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	29,500	*	*
METALS & METAL PRODUCTS	1	23,000	*	*
PACKAGING & ALLIED PRODUCTS	1	31,008	*	*
PAPER & WOOD PRODUCTS	1	27,000	*	*
PETROLEUM	2	25,250	*	*
PRINTING	2	21,000	*	*
RUBBER PRODUCTS	1	30,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	24,000	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	18,000	*	*
TEXTILES & APPAREL	1	22,000	*	*
WIDELY DIVERSIFIED	3	26,133	*	*
OTHER EMPLOYERS	23	25,476	$30,000	$19,240
REAL ESTATE				
PUBLIC ACCOUNTING	1	35,000	*	*
BANKING (INVESTMENT)	1	36,500	*	*
CONSULTING SERVICES	2	33,500	*	*
PROTECTIVE SERVICES	1	30,000	*	*
REAL ESTATE	5	25,960	*	*
FEDERAL GOVERNMENT	1	17,686	*	*
LOCAL/STATE GOVERNMENT	1	16,600	*	*
ADVERTISING				
ADVERTISING	8	24,913	*	*
INSURANCE	2	30,500	*	*
PUBLISHING	2	22,000	*	*
HOSPITALS	1	12,000	*	*
HEALTH SERVICES	1	21,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	28,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	21,000	*	*
PAPER & WOOD PRODUCTS	1	17,000	*	*
COMMUNICATIONS				
ADVERTISING	5	20,300	*	*
BANKING (COMMERCIAL)	1	20,000	*	*
COMMUNICATION SERVICES	4	22,001	*	*
FINANCE	1	19,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	22,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	18,500	*	*
INSURANCE	4	21,750	*	*
MERCHANDISING	17	22,201	*	*
PUBLISHING	3	24,667	*	*
TRANSPORTATION	4	22,900	*	*
EDUCATION	2	25,000	*	*
FEDERAL GOVERNMENT	1	24,000	*	*
HOSPITALS	2	17,232	*	*
MEMBERSHIP/RELIGIOUS	1	18,000	*	*
SOCIAL SERVICES	3	22,233	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Communications (cont.) . . .				
OTHER NONPROFIT EMPLOYERS	1	$13,500	*	*
AUTOMOTIVE & MECHANICAL	1	23,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	27,950	*	*
COMPUTERS & BUSINESS MACHINES	1	18,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	25,000	*	*
FOOD & BEVERAGE	1	26,000	*	*
PAPER & WOOD PRODUCTS	1	23,000	*	*
PRINTING	1	18,000	*	*
RUBBER PRODUCTS	1	24,000	*	*
TEXTILES & APPAREL	1	25,800	*	*
OTHER EMPLOYERS	5	18,656	*	*
JOURNALISM				
ADVERTISING	4	19,950	*	*
BANKING (COMMERCIAL)	1	18,000	*	*
BANKING (INVESTMENT)	1	18,000	*	*
COMMUNICATION SERVICES	5	15,632	*	*
PUBLISHING	1	18,000	*	*
EDUCATION	3	16,833	*	*
SOCIAL SERVICES	1	20,000	*	*
OTHER NONPROFIT EMPLOYERS	1	24,000	*	*
PACKAGING & ALLIED PRODUCTS	1	12,000	*	*
OTHER EMPLOYERS	1	20,000	*	*
TELECOMMUNICATIONS/BROADCASTING				
COMMUNICATION SERVICES	2	26,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	25,500	*	*
INSURANCE	2	28,000	*	*
OTHER EMPLOYERS	2	14,750	*	*
ELEMENTARY EDUCATION				
FINANCE	1	23,500	*	*
EDUCATION	127	20,413	$24,500	$13,600
OTHER EMPLOYERS	1	20,000	*	*
PRE-ELEMENTARY EDUCATION				
EDUCATION	9	17,614	*	*
SOCIAL SERVICES	4	13,820	*	*
OTHER NONPROFIT EMPLOYERS	1	13,000	*	*
PHYSICAL EDUCATION				
EDUCATION	10	21,390	*	*
LOCAL/STATE GOVERNMENT	1	24,000	*	*
OTHER NONPROFIT EMPLOYERS	1	25,000	*	*
SPECIAL EDUCATION				
EDUCATION	21	20,885	25,200	17,766
HOSPITALS	1	32,000	*	*
HUMAN ECOLOGY (HOME ECONOMICS)				
MERCHANDISING	1	13,000	*	*
TRANSPORTATION	1	$21,000	*	*
EDUCATION	4	18,879	*	*
HOSPITALS	2	21,990	*	*
SOCIAL SERVICES	6	20,113	*	*
TEXTILES & CLOTHING				
MERCHANDISING	1	19,000	*	*
TEXTILES & APPAREL	4	21,391	*	*
MERCHANDISING MANAGEMENT				
BANKING (COMMERCIAL)	1	14,000	*	*
MERCHANDISING	5	21,400	*	*
FOREIGN LANGUAGES				
EDUCATION	3	21,822	*	*
LOCAL/STATE GOVERNMENT	1	27,000	*	*
LETTERS (Incl. English)				
ADVERTISING	1	16,000	*	*
BANKING (COMMERCIAL)	2	19,500	*	*
COMMUNICATION SERVICES	1	16,000	*	*
CONSULTING SERVICES	2	26,450	*	*
FINANCE	1	30,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	22,500	*	*
MERCHANDISING	2	15,500	*	*
PUBLISHING	3	16,307	*	*
EDUCATION	14	19,668	*	*
HEALTH SERVICES	1	13,000	*	*
OTHER NONPROFIT EMPLOYERS	1	21,000	*	*
AUTOMOTIVE & MECHANICAL	1	23,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	21,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	28,000	*	*
OTHER EMPLOYERS	2	23,250	*	*
VISUAL & PERFORMING ARTS				
ADVERTISING	2	18,320	*	*
PUBLISHING	1	18,000	*	*
EDUCATION	13	21,974	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	15,000	*	*
TEXTILES & APPAREL	2	21,000	*	*
WIDELY DIVERSIFIED	1	22,000	*	*
OTHER EMPLOYERS	2	15,070	*	*
HUMANITIES - OTHER				
BANKING (COMMERCIAL)	1	20,000	*	*
FINANCE	1	24,000	*	*
MERCHANDISING	4	23,450	*	*
LOCAL/STATE GOVERNMENT	1	15,360	*	*
SOCIAL SERVICES	1	29,244	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	23,800	*	*
COMPUTERS & BUSINESS MACHINES	1	$14,400	*	*
CRIMINAL JUSTICE				
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	30,000	*	*
MERCHANDISING	2	16,900	*	*
PROTECTIVE SERVICES	3	22,967	*	*
LOCAL/STATE GOVERNMENT	3	22,167	*	*
SOCIAL SERVICES	2	26,000	*	*
HISTORY				
CONSULTING SERVICES	2	33,250	*	*
FINANCE	1	34,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	23,625	*	*
INSURANCE	2	15,000	*	*
LEGAL SERVICES	2	20,500	*	*
MERCHANDISING	2	14,250	*	*
EDUCATION	4	21,039	*	*
FEDERAL GOVERNMENT	1	24,000	*	*
SOCIAL SERVICES	3	24,000	*	*
OTHER EMPLOYERS	2	18,800	*	*
POLITICAL SCIENCE/GOVERNMENT				
COMPUTER SOFTWARE / DATA PROCESSING	2	18,600	*	*
CONSULTING SERVICES	1	23,600	*	*
INSURANCE	2	24,000	*	*
LEGAL SERVICES	1	21,600	*	*
MERCHANDISING	6	22,860	*	*
PROTECTIVE SERVICES	1	18,293	*	*
PUBLISHING	1	24,000	*	*
TRANSPORTATION	2	22,500	*	*
EDUCATION	2	29,500	*	*
FEDERAL GOVERNMENT	1	20,000	*	*
LOCAL/STATE GOVERNMENT	2	20,533	*	*
MEMBERSHIP/RELIGIOUS	1	12,000	*	*
OTHER NONPROFIT EMPLOYERS	1	12,000	*	*
AUTOMOTIVE & MECHANICAL	1	34,200	*	*
ELECTRICAL & ELECTRONIC EQUIPEMENT	2	27,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	20,000	*	*
WIDELY DIVERSIFIED	1	27,000	*	*
PSYCHOLOGY				
ADVERTISING	1	20,000	*	*
BANKING (INVESTMENT)	1	20,000	*	*
CONSULTING SERVICES	1	23,600	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	35,000	*	*
INSURANCE	3	17,833	*	*
LEGAL SERVICES	1	14,000	*	*
MERCHANDISING	5	20,500	*	*
TRANSPORTATION	2	21,300	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Psychology (cont.)				
EDUCATION	4	$24,250	*	*
FEDERAL GOVERNMENT	2	26,965	*	*
LOCAL/STATE GOVERNMENT	3	20,000	*	*
HOSPITALS	2	22,500	*	*
HEALTH SERVICES	2	14,000	*	*
SOCIAL SERVICES	6	19,571	*	*
OTHER NONPROFIT EMPLOYERS	1	15,000	*	*
AUTOMOTIVE & MECHANICAL	1	15,000	*	*
COMPUTERS & BUSINESS MACHINES	1	27,500	*	*
FOOD & BEVERAGE	2	22,000	*	*
PETROLEUM	1	16,000	*	*
OTHER EMPLOYERS	1	12,000	*	*
SOCIOLOGY				
BANKING (COMMERCIAL)	1	24,000	*	*
BANKING (INVESTMENT)	1	21,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	24,000	*	*
INSURANCE	1	16,350	*	*
TRANSPORTATION	2	21,600	*	*
EDUCATION	2	16,078	*	*
HOSPITALS	2	21,042	*	*
HEALTH SERVICES	1	19,000	*	*
MEMBERSHIP/RELIGIOUS	1	20,000	*	*
SOCIAL SERVICES	2	16,042	*	*
OTHER EMPLOYERS	1	12,000	*	*
SOCIAL SCIENCES-OTHER				
COMMUNICATION SERVICES	2	25,150	*	*
CONSULTING SERVICES	1	17,250	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	23,500	*	*
INSURANCE	3	27,000	*	*
MERCHANDISING	1	23,000	*	*
PROTECTIVE SERVICES	1	26,000	*	*
TRANSPORTATION	1	20,000	*	*
EDUCATION	12	21,884	*	*
FEDERAL GOVERNMENT	2	18,500	*	*
LOCAL/STATE GOVERNMENT	6	22,415	*	*
HOSPITALS	1	19,000	*	*
HEALTH SERVICES	2	18,250	*	*
SOCIAL SERVICES	2	20,756	*	*
BUILDING MATERIALS & CONSTRUCTION	1	27,600	*	*
OTHER EMPLOYERS	2	24,000	*	*
AEROSPACE & AERONAUTICAL ENGINEERING				
CONSULTING SERVICES	1	32,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	30,627	*	*
FEDERAL GOVERNMENT	1	28,000	*	*
AEROSPACE	10	31,708	*	*
AUTOMOTIVE & MECHANICAL	1	33,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ELECTRICAL & ELECTRONIC EQUIPMENT	3	$32,733	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	36,500	*	*
OTHER EMPLOYERS	1	34,200	*	*
AGRICULTURAL ENGINEERING				
CONSULTING SERVICES	1	25,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	35,000	*	*
LOCAL/STATE GOVERNMENT	1	28,600	*	*
AGRIBUSINESS & PRODUCTS	1	34,000	*	*
AUTOMOTIVE & MECHANICAL	2	34,750	*	*
ARCHITECTURAL ENGINEERING				
ARCHITECTURAL SERVICES	1	23,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	29,500	*	*
BUILDING MATERIALS & CONSTRUCTION	2	27,500	*	*
TEXTILES & APPAREL	1	35,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
CONSULTING SERVICES	2	33,500	*	*
HOSPITALS	1	12,000	*	*
CHEMICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	1	35,900	*	*
CONSULTING SERVICES	6	37,833	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	18	39,037	*	*
LOCAL/STATE GOVERNMENT	1	32,500	*	*
AGRIBUSINESS & PRODUCTS	9	40,847	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	82	39,715	$42,100	$35,600
COMPUTERS & BUSINESS MACHINES	3	35,833	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	8	36,280	*	*
FOOD & BEVERAGE	22	40,281	42,000	39,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	17	41,117	*	*
METALS & METAL PRODUCTS	3	37,373	*	*
MINING	2	36,000	*	*
PACKAGING & ALLIED PRODUCTS	9	39,224	*	*
PAPER & WOOD PRODUCTS	22	40,779	42,600	40,500
PETROLEUM	27	40,761	43,900	39,000
RUBBER PRODUCTS	1	41,100	*	*
TEXTILES & APPAREL	1	40,000	*	*
WIDELY DIVERSIFIED	6	41,134	*	*
OTHER EMPLOYERS	5	40,352	*	*
CIVIL ENGINEERING				
ARCHITECTURAL SERVICES	1	30,000	*	*
CONSULTING SERVICES	38	29,825	31,400	27,600

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ENGINEERING / SURVEYING / ENVIRONMENTAL	41	$30,647	$36,000	$27,820
TRANSPORTATION	16	27,430	*	*
UTILITIES	1	35,500	*	*
FEDERAL GOVERNMENT	2	29,265	*	*
LOCAL/STATE GOVERNMENT	45	27,371	29,040	25,500
OTHER NONPROFIT EMPLOYERS	1	30,420	*	*
AGRIBUSINESS & PRODUCTS	1	26,400	*	*
BUILDING MATERIALS & CONSTRUCTION	23	29,676	31,200	27,996
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	35,987	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	32,267	*	*
METALS & METAL PRODUCTS	3	29,036	*	*
MINING	2	31,250	*	*
PAPER & WOOD PRODUCTS	1	37,000	*	*
PETROLEUM	2	37,740	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	28,600	*	*
TEXTILES & APPAREL	1	30,000	*	*
OTHER EMPLOYERS	4	26,125	*	*
COMPUTER ENGINEERING				
BANKING (INVESTMENT)	3	29,667	*	*
COMMUNICATION SERVICES	3	36,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	17	33,033	*	*
CONSULTING SERVICES	17	32,961	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	4	28,400	*	*
FINANCE	2	35,500	*	*
INSURANCE	2	32,000	*	*
MERCHANDISING	4	27,150	*	*
RESEARCH ORGANIZATIONS	2	37,300	*	*
TRANSPORTATION	1	37,000	*	*
UTILITIES	3	28,333	*	*
EDUCATION	1	30,600	*	*
FEDERAL GOVERNMENT	2	29,250	*	*
AEROSPACE	3	33,800	*	*
AGRIBUSINESS & PRODUCTS	1	31,000	*	*
AUTOMOTIVE & MECHANICAL	3	36,900	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	33,250	*	*
COMPUTERS & BUSINESS MACHINES	37	34,362	38,000	29,000
ELECTRICAL & ELECTRONIC EQUIPMENT	32	35,006	36,800	34,500
FOOD & BEVERAGE	1	33,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,500	*	*
PAPER & WOOD PRODUCTS	1	35,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	34,395	*	*
WIDELY DIVERSIFIED	5	30,400	*	*
OTHER EMPLOYERS	1	31,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ELECTRICAL/ELECTRONIC ENGINEERING				
PUBLIC ACCOUNTING	2	$33,500	*	*
ADVERTISING	1	35,100	*	*
BANKING (COMMERCIAL)	1	34,500	*	*
COMMUNICATION SERVICES	16	34,833	*	*
COMPUTER SOFTWARE / DATA PROCESSING	8	35,837	*	*
CONSULTING SERVICES	29	34,092	$38,000	$31,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	54	33,119	38,000	28,000
FINANCE	3	35,467	*	*
PERSONNEL SUPPLY SERVICES	1	36,000	*	*
RESEARCH ORGANIZATIONS	4	33,750	*	*
UTILITIES	26	34,569	36,200	32,500
FEDERAL GOVERNMENT	10	27,399	*	*
LOCAL/STATE GOVERNMENT	3	23,375	*	*
HOSPITALS	1	48,000	*	*
OTHER NONPROFIT EMPLOYERS	1	34,000	*	*
AEROSPACE	23	34,603	37,000	32,000
AGRIBUSINESS & PRODUCTS	1	29,000	*	*
AUTOMOTIVE & MECHANICAL	23	35,177	37,000	34,900
BUILDING MATERIALS & CONSTRUCTION	4	32,875	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	10	37,200	*	*
COMPUTERS & BUSINESS MACHINES	25	33,621	38,000	28,000
ELECTRICAL & ELECTRONIC EQUIPMENT	92	33,429	36,600	28,476
FOOD & BEVERAGE	5	35,480	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	3	38,667	*	*
MINING	1	40,000	*	*
PACKAGING & ALLIED PRODUCTS	7	36,283	*	*
PAPER & WOOD PRODUCTS	6	37,650	*	*
PETROLEUM	8	36,880	*	*
PRINTING	2	36,000	*	*
RUBBER PRODUCTS	2	35,910	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	4	32,750	*	*
WIDELY DIVERSIFIED	10	34,255	*	*
OTHER EMPLOYERS	5	33,688	*	*
ENIVRONMENTAL ENGINEERING				
LOCAL/STATE GOVERNMENT	1	33,624	*	*
INDUSTRIAL ENGINEERING				
PUBLIC ACCOUNTING	1	32,000	*	*
BANKING (COMMERCIAL)	1	50,004	*	*
COMMUNICATION SERVICES	1	30,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	36,000	*	*
CONSULTING SERVICES	40	33,538	38,500	30,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	9	32,712	*	*
FINANCE	3	34,333	*	*
INSURANCE	1	$29,000	*	*
MERCHANDISING	1	28,500	*	*
PUBLISHING	1	33,500	*	*
REAL ESTATE	1	25,000	*	*
RESEARCH ORGANIZATIONS	1	34,600	*	*
TRANSPORTATION	2	38,300	*	*
UTILITIES	1	35,500	*	*
EDUCATION	1	33,000	*	*
FEDERAL GOVERNMENT	2	26,650	*	*
LOCAL/STATE GOVERNMENT	1	28,000	*	*
HEALTH SERVICES	5	32,400	*	*
AEROSPACE	6	33,900	*	*
AGRIBUSINESS & PRODUCTS	2	32,000	*	*
AUTOMOTIVE & MECHANICAL	11	33,394	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	36,635	*	*
COMPUTERS & BUSINESS MACHINES	3	35,159	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	11	33,222	*	*
FOOD & BEVERAGE	2	36,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	3	35,520	*	*
METALS & METAL PRODUCTS	5	31,036	*	*
PACKAGING & ALLIED PRODUCTS	9	32,080	*	*
PAPER & WOOD PRODUCTS	2	36,950	*	*
PETROLEUM	1	27,000	*	*
RUBBER PRODUCTS	1	39,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	29,428	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	28,800	*	*
TEXTILES & APPAREL	3	32,833	*	*
WIDELY DIVERSIFIED	2	32,250	*	*
OTHER EMPLOYERS	6	30,200	*	*
MECHANICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	2	31,250	*	*
CONSULTING SERVICES	28	33,546	$36,000	$31,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	50	33,878	38,500	28,000
FINANCE	2	33,000	*	*
INSURANCE	1	32,500	*	*
MERCHANDISING	1	35,000	*	*
PERSONNEL SUPPLY SERVICES	1	24,000	*	*
RESEARCH ORGANIZATIONS	3	36,000	*	*
TRANSPORTATION	2	30,500	*	*
UTILITIES	22	34,822	36,800	33,000
FEDERAL GOVERNMENT	6	29,001	*	*
AEROSPACE	14	32,691	*	*
AGRIBUSINESS & PRODUCTS	6	39,550	*	*
AUTOMOTIVE & MECHANICAL	95	34,482	37,800	30,000
BUILDING MATERIALS & CONSTRUCTION	5	29,464	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	27	$38,063	$42,000	$34,680
COMPUTERS & BUSINESS MACHINES	11	34,582	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	51	34,870	37,500	32,496
FOOD & BEVERAGE	10	34,550	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	10	34,160	*	*
METALS & METAL PRODUCTS	25	31,007	35,000	28,000
PACKAGING & ALLIED PRODUCTS	9	34,804	*	*
PAPER & WOOD PRODUCTS	11	38,806	*	*
PETROLEUM	28	38,100	41,000	35,000
RUBBER PRODUCTS	6	37,033	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	6	35,263	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	5	36,240	*	*
TEXTILES & APPAREL	4	32,875	*	*
WIDELY DIVERSIFIED	16	35,444	*	*
OTHER EMPLOYERS	24	31,360	35,000	28,000
METALLURGICAL ENGINEERING				
AUTOMOTIVE & MECHANICAL	4	34,390	*	*
BUILDING MATERIALS & CONSTRUCTION	1	28,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	37,467	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	36,600	*	*
METALS & METAL PRODUCTS	19	34,040	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	5	32,240	*	*
OTHER EMPLOYERS	1	33,000	*	*
MINING (INCL GEOLOGICAL) ENGINEERING				
CONSULTING SERVICES	3	30,533	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	31,733	*	*
LOCAL/STATE GOVERNMENT	1	27,500	*	*
METALS & METAL PRODUCTS	1	37,200	*	*
MINING	3	34,593	*	*
PETROLEUM	2	30,000	*	*
NUCLEAR ENGINEERING				
FEDERAL GOVERNMENT	1	33,000	*	*
LOCAL/STATE GOVERNMENT	1	33,500	*	*
COMPUTERS & BUSINESS MACHINES	1	35,000	*	*
PETROLEUM ENGINEERING				
ENGINEERING / SURVEYING / ENVIRONMENTAL	6	38,400	*	*
PETROLEUM	7	41,114	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	30,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ENGINEERING TECHNOLOGY				
COMMUNICATION SERVICES	1	$30,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	4	26,875	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	8	29,454	*	*
UTILITIES	1	34,600	*	*
AEROSPACE	1	30,000	*	*
AUTOMOTIVE & MECHANICAL	1	36,000	*	*
BUILDING MATERIALS & CONSTRUCTION	3	30,600	*	*
COMPUTERS & BUSINESS MACHINES	3	33,331	*	*
METALS & METAL PRODUCTS	1	30,000	*	*
MINING	1	32,500	*	*
PETROLEUM	2	33,904	*	*
INDUSTRIAL TECHNOLOGY				
ELECTRICAL & ELECTRONIC EQUIPMENT	1	28,000	*	*
RUBBER PRODUCTS	1	27,500	*	*
AGRIBUSINESS				
BANKING (COMMERCIAL)	3	23,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	19,200	*	*
RESEARCH ORGANIZATIONS	1	14,400	*	*
TRANSPORTATION	1	23,000	*	*
AGRIBUSINESS & PRODUCTS	4	28,799	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	29,000	*	*
FOOD & BEVERAGE	1	18,000	*	*
ANIMAL SCIENCES				
CONSULTING SERVICES	1	30,000	*	*
INSURANCE	1	25,000	*	*
LEGAL SERVICES	1	20,000	*	*
FEDERAL GOVERNMENT	2	20,350	*	*
AGRIBUSINESS & PRODUCTS	3	17,000	*	*
FOOD & BEVERAGE	3	24,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	17,996	*	*
PLANT SCIENCES				
AGRIBUSINESS & PRODUCTS	1	30,000	*	*
OTHER EMPLOYERS	1	20,000	*	*
NATURAL RESOURCES				
FEDERAL GOVERNMENT	1	18,000	*	*
AGRIBUSINESS & PRODUCTS	1	26,000	*	*
PAPER & WOOD PRODUCTS	2	20,000	*	*
OTHER AGRICULTURAL SCIENCES				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	18,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	$12,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	21,600	*	*
EDUCATION	1	18,000	*	*
OTHER NONPROFIT EMPLOYERS	1	20,000	*	*
AGRIBUSINESS & PRODUCTS	2	25,500	*	*
FOOD & BEVERAGE	3	29,000	*	*
PACKAGING & ALLIED PRODUCTS	3	27,000	*	*
PAPER & WOOD PRODUCTS	1	35,000	*	*
COMPUTER SCIENCE				
PUBLIC ACCOUNTING	8	32,975	*	*
ADVERTISING	2	25,500	*	*
BANKING (COMMERCIAL)	4	26,550	*	*
BANKING (INVESTMENT)	1	34,000	*	*
COMMUNICATION SERVICES	7	32,729	*	*
COMPUTER SOFTWARE / DATA PROCESSING	49	29,332	$35,340	$24,000
CONSULTING SERVICES	33	32,259	34,000	30,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	32,640	*	*
FINANCE	12	30,517	*	*
INSURANCE	9	28,128	*	*
MERCHANDISING	2	30,700	*	*
PERSONNEL SUPPLY SERVICES	1	30,000	*	*
PROTECTIVE SERVICES	2	34,284	*	*
RESEARCH ORGANIZATIONS	2	32,260	*	*
TRANSPORTATION	5	27,000	*	*
UTILITIES	2	21,592	*	*
EDUCATION	3	30,437	*	*
FEDERAL GOVERNMENT	2	29,733	*	*
LOCAL/STATE GOVERNMENT	1	22,386	*	*
HEALTH SERVICES	2	28,800	*	*
AEROSPACE	7	32,941	*	*
AGRIBUSINESS & PRODUCTS	1	26,700	*	*
AUTOMOTIVE & MECHANICAL	1	33,600	*	*
BUILDING MATERIALS & CONSTRUCTION	1	20,176	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	37,507	*	*
COMPUTERS & BUSINESS MACHINES	25	31,948	35,400	27,600
ELECTRICAL & ELECTRONIC EQUIPEMENT	13	33,619	*	*
FOOD & BEVERAGE	4	36,400	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	1	35,500	*	*
METALS & METAL PRODUCTS	1	29,000	*	*
PAPER & WOOD PRODUCTS	3	32,000	*	*
PETROLEUM	6	32,500	*	*
PRINTING	2	24,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	6	34,600	*	*
WIDELY DIVERSIFIED	1	36,100	*	*
OTHER EMPLOYERS	5	34,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
COMPUTER PROGRAMMING				
BANKING (COMMERCIAL)	1	$27,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	2	26,000	*	*
CONSULTING SERVICES	1	35,000	*	*
INSURANCE	1	30,663	*	*
RESEARCH ORGANIZATIONS	1	24,996	*	*
UTILITIES	2	23,500	*	*
FEDERAL GOVERNMENT	1	26,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	34,500	*	*
FOOD & BEVERAGE	1	34,000	*	*
PAPER & WOOD PRODUCTS	1	28,000	*	*
WIDELY DIVERSIFIED	1	25,500	*	*
INFORMATION SCIENCES				
PUBLIC ACCOUNTING	2	32,450	*	*
BANKING (COMMERCIAL)	2	31,000	*	*
BANKING (INVESTMENT)	1	29,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	14	27,693	*	*
CONSULTING SERVICES	5	33,200	*	*
FINANCE	3	28,500	*	*
INSURANCE	4	29,193	*	*
MERCHANDISING	4	29,249	*	*
PUBLISHING	1	23,000	*	*
RESEARCH ORGANIZATIONS	1	24,000	*	*
TRANSPORTATION	2	26,500	*	*
UTILITIES	1	29,100	*	*
FEDERAL GOVERNMENT	1	20,000	*	*
LOCAL/STATE GOVERNMENT	1	19,600	*	*
HEALTH SERVICES	1	23,000	*	*
AEROSPACE	1	31,500	*	*
AUTOMOTIVE & MECHANICAL	2	30,298	*	*
BUILDING MATERIALS & CONSTRUCTION	1	27,560	*	*
COMPUTERS & BUSINESS MACHINES	3	35,220	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	35,000	*	*
FOOD & BEVERAGE	1	34,000	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	31,200	*	*
OTHER EMPLOYERS	1	20,000	*	*
SYSTEMS ANALYSIS				
COMPUTER SOFTWARE / DATA PROCESSING	1	31,000	*	*
ALLIED HEALTH				
HOSPITALS	8	31,374	*	*
HEALTH SERVICES	1	31,200	*	*
SOCIAL SERVICES	1	20,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HEALTH SCIENCES				
EDUCATION	2	$19,435	*	*
HOSPITALS	4	19,275	*	*
HEALTH SERVICES	2	21,000	*	*
MEMBERSHIP/RELIGIOUS	1	13,000	*	*
NURSING				
EDUCATION	1	18,140	*	*
HOSPITALS	11	33,311	*	*
HEALTH SERVICES	3	31,067	*	*
PHARMACY				
MERCHANDISING	25	44,386	$46,500	$40,000
HOSPITALS	4	38,811	*	*
HEALTH SERVICES	1	44,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	41,500	*	*
OTHER EMPLOYERS	3	43,500	*	*
ACTUARIAL				
CONSULTING SERVICES	1	38,000	*	*
FINANCE	1	36,000	*	*
INSURANCE	1	35,800	*	*
MERCHANDISING	1	28,000	*	*
ARCHITECTURAL & ENVIRONMENTAL DESIGN				
ARCHITECTURAL SERVICES	5	23,568	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	20,000	*	*
LOCAL/STATE GOVERNMENT	2	20,100	*	*
BIOLOGICAL SCIENCES				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	20,000	*	*
MERCHANDISING	1	10,000	*	*
EDUCATION	5	24,657	*	*
FEDERAL GOVERNMENT	1	22,000	*	*
LOCAL/STATE GOVERNMENT	1	16,000	*	*
HOSPITALS	3	27,500	*	*
HEALTH SERVICES	1	10,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	22,133	*	*
WIDELY DIVERSIFIED	1	33,000	*	*
OTHER EMPLOYERS	1	30,000	*	*
CHEMISTRY				
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	26,500	*	*
EDUCATION	1	24,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	33,192	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	15	30,697	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	32,040	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	$30,096	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	30,000	*	*
GEOLOGY & GEOLOGICAL SCIENCES				
COMMUNICATION SERVICES	1	24,960	*	*
CONSULTING SERVICES	1	24,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	21,000	*	*
LOCAL/STATE GOVERNMENT	1	35,000	*	*
MINING	1	32,000	*	*
MATHEMATICS				
BANKING (COMMERCIAL)	2	23,000	*	*
COMMUNICATION SERVICES	1	18,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	29,000	*	*
CONSULTING SERVICES	3	31,833	*	*
FINANCE	1	27,016	*	*
INSURANCE	1	29,800	*	*
MERCHANDISING	2	21,250	*	*
PROTECTIVE SERVICES	1	30,000	*	*
EDUCATION	15	21,201	*	*
FEDERAL GOVERNMENT	1	26,798	*	*
LOCAL/STATE GOVERNMENT	1	21,000	*	*
OTHER NONPROFIT EMPLOYERS	1	25,000	*	*
AEROSPACE	1	38,400	*	*
COMPUTERS & BUSINESS MACHINES	1	34,200	*	*
METALS & METAL PRODUCTS	1	28,200	*	*
TEXTILES & APPAREL	1	30,000	*	*
WIDELY DIVERSIFIED	1	27,400	*	*
OTHER EMPLOYERS	2	23,502	*	*
PHYSICS				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	25,000	*	*
EDUCATION	1	20,000	*	*
LOCAL/STATE GOVERNMENT	1	21,480	*	*
OTHER PHYSICAL & EARTH SCIENCES				
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	22,121	*	*
EDUCATION	2	21,000	*	*
MINING	1	21,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
BACHELOR'S DEGREE SUMMARY				
BACHELOR - NON TECHNICAL DEGREES				
PUBLIC ACCOUNTING	911	$28,349	$32,000	$25,000
ADVERTISING	29	21,801	26,500	16,000
BANKING (COMMERCIAL)	87	23,447	29,000	17,500
BANKING (INVESTMENT)	25	27,740	35,000	20,000
COMMUNICATION SERVICES	36	23,272	32,000	15,360
COMPUTER SOFTWARE / DATA PROCESSING	51	26,495	30,500	20,000
CONSULTING SERVICES	87	29,201	34,000	24,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	28,233	*	*
FINANCE	115	26,098	33,000	19,860
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	23	23,363	30,000	20,000
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	22	22,089	24,000	18,480
INSURANCE	100	24,576	30,000	17,000
LEGAL SERVICES	7	23,300	*	*
MERCHANDISING	220	22,352	27,500	17,000
PERSONNEL SUPPLY SERVICES	4	21,990	*	*
PROTECTIVE SERVICES	7	22,513	*	*
PUBLISHING	21	21,315	26,000	17,300
REAL ESTATE	13	22,786	*	*
RESEARCH ORGANIZATIONS	10	23,940	*	*
TRANSPORTATION	42	22,308	26,400	19,200
UTILITIES	17	25,573	*	*
EDUCATION	237	20,661	25,000	14,300
FEDERAL GOVERNMENT	44	24,359	29,868	20,900
LOCAL/STATE GOVERNMENT	48	22,463	28,224	17,000
HOSPITALS	21	23,378	32,000	16,163
HEALTH SERVICES	17	21,512	*	*
MEMBERSHIP/RELIGIOUS	6	17,333	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	3	19,500	*	*
SOCIAL SERVICES	36	20,331	29,244	14,000
OTHER NONPROFIT EMPLOYERS	8	18,063	*	*
AEROSPACE	5	33,640	*	*
AGRIBUSINESS & PRODUCTS	19	29,347	*	*
AUTOMOTIVE & MECHANICAL	18	27,378	*	*
BUILDING MATERIALS & CONSTRUCTION	16	22,206	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	43	29,556	34,800	22,800
COMPUTERS & BUSINESS MACHINES	38	26,860	33,000	19,000
ELECTRICAL & ELECTRONIC EQUIPMENT	31	28,098	33,500	23,500
FOOD & BEVERAGE	31	26,412	31,000	22,500
HOUSEHOLD & PERSONAL CARE PRODUCTS	6	31,500	*	*
METALS & METAL PRODUCTS	10	25,764	*	*
MINING	2	26,750	*	*
PACKAGING & ALLIED PRODUCTS	5	22,002	*	*
PAPER & WOOD PRODUCTS	16	26,544	*	*
PETROLEUM	30	$28,834	$33,000	$23,940
PRINTING	7	21,579	*	*
RUBBER PRODUCTS	2	27,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	6	25,083	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	18,000	*	*
TEXTILES & APPAREL	14	23,498	*	*
WIDELY DIVERSIFIED	7	27,771	*	*
OTHER EMPLOYERS	78	23,398	30,000	15,000
BACHELOR - TECHNICAL DEGREES				
PUBLIC ACCOUNTING	13	32,900	*	*
ADVERTISING	3	28,700	*	*
ARCHITECTURAL SERVICES	7	24,406	*	*
BANKING (COMMERCIAL)	14	28,193	*	*
BANKING (INVESTMENT)	5	30,400	*	*
COMMUNICATION SERVICES	30	33,246	36,500	27,000
COMPUTER SOFTWARE / DATA PROCESSING	100	30,271	36,200	25,000
CONSULTING SERVICES	210	32,661	37,400	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	210	32,684	40,000	26,000
FINANCE	27	31,893	38,000	27,016
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	12,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	20,400	*	*
INSURANCE	21	29,366	32,500	25,000
LEGAL SERVICES	1	20,000	*	*
MERCHANDISING	41	37,576	46,500	27,500
PERSONNEL SUPPLY SERVICES	3	30,000	*	*
PROTECTIVE SERVICES	3	32,856	*	*
PUBLISHING	2	28,250	*	*
REAL ESTATE	1	25,000	*	*
RESEARCH ORGANIZATIONS	15	32,008	*	*
TRANSPORTATION	29	28,430	36,000	23,000
UTILITIES	59	33,471	36,720	28,800
EDUCATION	33	22,946	30,000	17,800
FEDERAL GOVERNMENT	33	27,039	30,700	22,000
LOCAL/STATE GOVERNMENT	62	26,793	30,000	24,000
HOSPITALS	32	31,008	40,000	20,000
HEALTH SERVICES	16	29,000	*	*
MEMBERSHIP/RELIGIOUS	1	13,000	*	*
SOCIAL SERVICES	1	20,000	*	*
OTHER NONPROFIT EMPLOYERS	4	27,355	*	*
AEROSPACE	66	33,423	37,000	29,500
AGRIBUSINESS & PRODUCTS	33	33,007	41,300	24,000
AUTOMOTIVE & MECHANICAL	143	34,498	37,500	30,000
BUILDING MATERIALS & CONSTRUCTION	41	29,698	33,000	27,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	154	37,660	42,000	32,000
COMPUTERS & BUSINESS MACHINES	112	33,739	38,000	28,250
ELECTRICAL & ELECTRONIC EQUIPMENT	221	$34,098	$37,200	$29,700
FOOD & BEVERAGE	53	35,966	41,000	30,000
HOUSEHOLD & PERSONAL	36	38,046	41,500	34,000
METALS & METAL PRODUCTS	59	32,216	36,500	28,000
MINING	11	33,071	*	*
PACKAGING & ALLIED PRODUCTS	37	34,864	38,700	27,000
PAPER & WOOD PRODUCTS	50	37,906	42,600	32,500
PETROLEUM	83	38,259	42,300	34,000
PRINTING	4	30,000	*	*
RUBBER PRODUCTS	11	36,511	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	25	32,160	37,500	27,000
STONE, CLAY, GLASS & CONCRETE PRODUCTS	15	33,167	*	*
TEXTILES & APPAREL	11	33,182	*	*
WIDELY DIVERSIFIED	43	34,766	39,600	28,600
OTHER EMPLOYERS	60	32,079	41,200	23,100
MBA CANDIDATES - EMPLOYER SUMMARY				
MBA CANDIDATES - INEXPERIENCED				
MBA—NON-TECH				
PUBLIC ACCOUNTING	34	34,077	38,000	30,000
ADVERTISING	2	28,500	*	*
BANKING (COMMERCIAL)	7	31,000	*	*
BANKING (INVESTMENT)	1	70,000	*	*
COMMUNICATION SERVICES	5	35,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING	3	36,167	*	*
CONSULTING SERVICES	5	37,380	*	*
FINANCE	3	29,667	*	*
INSURANCE	2	34,500	*	*
MERCHANDISING	4	30,921	*	*
PUBLISHING	1	60,000	*	*
REAL ESTATE	1	30,000	*	*
RESEARCH ORGANIZATIONS	2	35,000	*	*
TRANSPORTATION	2	31,950	*	*
UTILITIES	1	38,000	*	*
FEDERAL GOVERNMENT	1	32,000	*	*
LOCAL/STATE GOVERNMENT	1	27,500	*	*
HEALTH SERVICES	2	33,200	*	*
SOCIAL SERVICES	1	30,000	*	*
AEROSPACE	2	26,000	*	*
AUTOMOTIVE & MECHANICAL	4	37,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	9	39,667	*	*
COMPUTERS & BUSINESS MACHINES	7	39,014	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	6	32,333	*	*
FOOD & BEVERAGE	9	43,778	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	3	35,500	*	*
PAPER & WOOD PRODUCTS	3	35,667	*	*
PETROLEUM	2	44,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
MBA--Nontech (cont.)				
RUBBER PRODUCTS	3	$38,333	*	*
OTHER EMPLOYERS	14	34,000	*	*
MBA—TECH				
PUBLIC ACCOUNTING	1	35,000	*	*
BANKING (COMMERCIAL)	1	41,000	*	*
CONSULTING SERVICES	1	31,000	*	*
FINANCE	1	36,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	30,000	*	*
TRANSPORTATION	1	46,200	*	*
FEDERAL GOVERNMENT	1	25,700	*	*
AEROSPACE	1	35,360	*	*
AUTOMOTIVE & MECHANICAL	2	44,256	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	38,000	*	*
PETROLEUM	1	52,400	*	*
WIDELY DIVERSIFIED	1	39,000	*	*
MBA CANDIDATES - 1-2 YEARS EXPERIENCE				
MBA—NON-TECH				
PUBLIC ACCOUNTING	6	39,833	*	*
BANKING (COMMERCIAL)	10	50,800	*	*
BANKING (INVESTMENT)	8	44,875	*	*
COMMUNICATION SERVICES	2	43,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	28,000	*	*
CONSULTING SERVICES	4	53,750	*	*
FINANCE	2	32,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	44,000	*	*
INSURANCE	2	40,000	*	*
MERCHANDISING	1	35,000	*	*
EDUCATION	1	26,000	*	*
FEDERAL GOVERNMENT	1	24,000	*	*
HOSPITALS	1	32,000	*	*
HEALTH SERVICES	1	35,000	*	*
AEROSPACE	1	26,000	*	*
AUTOMOTIVE & MECHANICAL	2	48,900	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	34,667	*	*
COMPUTERS & BUSINESS MACHINES	1	48,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	37,500	*	*
FOOD & BEVERAGE	3	49,333	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	59,000	*	*
OTHER EMPLOYERS	2	33,500	*	*
MBA—TECH				
BANKING (COMMERCIAL)	1	55,000	*	*
CONSULTING SERVICES	2	62,500	*	*
FINANCE	1	$50,000	*	*
HEALTH SERVICES	2	33,300	*	*
OTHER EMPLOYERS	1	28,500	*	*
MBA CANDIDATES - 2-4 YEARS EXPERIENCE				
MBA—NON-TECH				
ADVERTISING	1	35,000	*	*
BANKING (COMMERCIAL)	2	40,000	*	*
BANKING (INVESTMENT)	8	50,188	*	*
COMMUNICATION SERVICES	4	55,175	*	*
COMPUTER SOFTWARE / DATA PROCESSING	3	41,833	*	*
CONSULTING SERVICES	10	68,550	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	36,000	*	*
FINANCE	5	57,400	*	*
INSURANCE	2	39,000	*	*
MERCHANDISING	2	55,000	*	*
PERSONNEL SUPPLY SERVICES	1	26,339	*	*
PUBLISHING	1	45,000	*	*
FEDERAL GOVERNMENT	1	42,600	*	*
AUTOMOTIVE & MECHANICAL	2	35,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	44,000	*	*
COMPUTERS & BUSINESS MACHINES	1	44,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	4	38,000	*	*
FOOD & BEVERAGE	1	40,000	*	*
PRINTING	1	28,000	*	*
TEXTILES & APPAREL	1	55,000	*	*
OTHER EMPLOYERS	2	42,750	*	*
MBA—TECH				
BANKING (COMMERCIAL)	1	55,000	*	*
BANKING (INVESTMENT)	5	56,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING	8	48,500	*	*
CONSULTING SERVICES	5	53,000	*	*
FINANCE	2	60,000	*	*
TRANSPORTATION	1	47,000	*	*
COMPUTERS & BUSINESS MACHINES	1	55,200	*	*
FOOD & BEVERAGE	1	50,000	*	*
PETROLEUM	1	55,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	55,110	*	*
MBA CANDIDATES - OVER 4 YEARS EXPERIENCE				
MBA—NON-TECH				
PUBLIC ACCOUNTING	7	46,143	*	*
ADVERTISING	1	32,000	*	*
BANKING (COMMERCIAL)	7	52,143	*	*
BANKING (INVESTMENT)	1	48,000	*	*
COMMUNICATION SERVICES	5	$ 51,321	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	50,000	*	*
CONSULTING SERVICES	13	62,492	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	35,000	*	*
FINANCE	7	45,214	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	20,000	*	*
INSURANCE	1	48,700	*	*
MERCHANDISING	1	40,000	*	*
PERSONNEL SUPPLY SERVICES	1	38,000	*	*
PROTECTIVE SERVICES	1	36,000	*	*
TRANSPORTATION	1	45,000	*	*
UTILITIES	1	45,000	*	*
EDUCATION	1	30,000	*	*
FEDERAL GOVERNMENT	6	42,308	*	*
LOCAL/STATE GOVERNMENT	2	57,850	*	*
HEALTH SERVICES	3	42,667	*	*
MEMBERSHIP/RELIGIOUS	1	37,328	*	*
SOCIAL SERVICES	1	33,000	*	*
AEROSPACE	1	50,000	*	*
AGRIBUSINESS & PRODUCTS	3	54,333	*	*
AUTOMOTIVE & MECHANICAL	6	42,617	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	45,000	*	*
COMPUTERS & BUSINESS MACHINES	5	48,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	48,333	*	*
FOOD & BEVERAGE	1	36,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	44,500	*	*
PETROLEUM	1	45,000	*	*
TEXTILES & APPAREL	1	29,600	*	*
OTHER EMPLOYERS	10	64,310	*	*
MBA—TECH				
PUBLIC ACCOUNTING	3	43,000	*	*
BANKING (COMMERCIAL)	1	53,000	*	*
BANKING (INVESTMENT)	1	52,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	48,000	*	*
CONSULTING SERVICES	2	70,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	41,000	*	*
FINANCE	1	57,500	*	*
TRANSPORTATION	2	45,250	*	*
HEALTH SERVICES	3	57,667	*	*
COMPUTERS & BUSINESS MACHINES	1	48,547	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	45,800	*	*
PETROLEUM	2	81,500	*	*
WIDELY DIVERSIFIED	1	56,000	*	*
OTHER EMPLOYERS	2	61,500	*	*

Beginning salary offers to all candidates by curriculum and job function

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
ACCOUNTING (PUBLIC)	860	$28,253	$32,000	$24,500
ACCOUNTING (PRIVATE)	203	26,358	31,200	21,000
COMMERCIAL BANKING (CONSUMER)	4	23,000	*	*
COMMERCIAL BANKING (LENDING)	3	28,167	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	27,000	*	*
FINANCIAL/TREASURY ANALYSIS	9	26,778	*	*
UNDERWRITING	3	18,377	*	*
INSURANCE - CLAIMS	1	13,500	*	*
BUYER/MERCHANDISING	3	29,167	*	*
SALES	1	25,000	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	2	25,329	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	22	23,510	27,600	19,600
ADMINISTRATIVE (HEALTHCARE)	2	19,000	*	*
COMPUTER PROGRAMMING	1	23,000	*	*
INFORMATION SYSTEMS	4	28,075	*	*
SYSTEMS ANALYSIS & DESIGN	1	33,360	*	*
CONSULTING	7	28,971	*	*
HUMAN RESOURCES	1	35,000	*	*
MANAGEMENT TRAINEE	6	23,950	*	*
BUSINESS ADMINISTRATION				
ACCOUNTING (PUBLIC)	4	21,875	*	*
ACCOUNTING (PRIVATE)	10	20,463	*	*
COMMERCIAL BANKING (CONSUMER)	8	20,125	*	*
COMMERCIAL BANKING (LENDING)	2	20,100	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	35,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	20,000	*	*
FINANCIAL/TREASURY ANALYSIS	12	27,850	*	*
PORTFOLIO MANAGEMENT	2	18,500	*	*
UNDERWRITING	8	22,625	*	*
INSURANCE - CLAIMS	8	22,417	*	*
COMMUNICATIONS-PRODUCTION	1	20,000	*	*
ADVERTISING	2	16,500	*	*
BRAND/PRODUCT MANAGEMENT	8	22,470	*	*
BUYER/MERCHANDISING	9	25,367	*	*
DISTRIBUTION	1	37,500	*	*
MARKET RESEARCH	2	26,500	*	*
PURCHASING	2	17,700	*	*
SALES	35	23,437	28,000	18,096
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	3	23,395	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	5	$24,214	*	*
MILITARY	4	26,397	*	*
URBAN / REGIONAL PLANNING	1	18,700	*	*
MANUFACTURING/INDUSTRIAL ENGINEERING	3	25,500	*	*
TESTING	1	36,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
NURSES / PERSONAL CARE	2	34,600	*	*
OTHER HEALTH RELATED	2	23,500	*	*
SOCIAL SERVICES - ADMINISTRATION	1	20,000	*	*
COUNSELING	1	26,000	*	*
COMPUTER PROGRAMMING	4	29,250	*	*
INFORMATION SYSTEMS	6	26,750	*	*
SYSTEMS ANALYSIS & DESIGN	3	29,067	*	*
CONSULTING	22	31,205	$35,000	$28,000
HUMAN RESOURCES	11	24,445	*	*
MANAGEMENT TRAINEE	88	22,964	28,000	18,000
TEACHING	1	15,000	*	*
DISTRIBUTION MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	24,000	*	*
FINANCIAL/TREASURY ANALYSIS	1	22,000	*	*
BUYER/MERCHANDISING	1	30,000	*	*
DISTRIBUTION	5	28,400	*	*
SALES	1	26,400	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
ECONOMICS & FINANCE				
ACCOUNTING (PUBLIC)	22	28,614	29,000	28,000
ACCOUNTING (PRIVATE)	25	27,648	30,500	24,000
COMMERCIAL BANKING (CONSUMER)	10	21,560	*	*
COMMERCIAL BANKING (LENDING)	9	25,556	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	6	30,750	*	*
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	4	32,875	*	*
INVESTMENT BANKING (REAL ESTATE)	1	14,500	*	*
INVESTMENT BANKING (SALES & TRADING)	4	27,500	*	*
FINANCIAL/TREASURY ANALYSIS	49	27,808	32,000	21,000
PORTFOLIO MANAGEMENT	11	25,117	*	*
UNDERWRITING	1	26,000	*	*
INSURANCE - CLAIMS	4	22,532	*	*
ADVERTISING	1	18,000	*	*
BRAND/PRODUCT MANAGEMENT	1	30,000	*	*
BUYER/MERCHANDISING	2	$21,000	*	*
DISTRIBUTION	1	19,000	*	*
MARKET RESEARCH	1	29,004	*	*
SALES	15	23,833	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	2	22,500	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	3	26,123	*	*
ECONOMIC PROGRAMS	3	21,009	*	*
RESEARCH & DEVELOPMENT	1	25,000	*	*
PROCESS ENGINEERING	1	44,000	*	*
FUNDRAISING / DEVELOPMENT	1	18,750	*	*
COMPUTER PROGRAMMING	2	28,250	*	*
INFORMATION SYSTEMS	5	28,200	*	*
SYSTEMS ANALYSIS & DESIGN	2	31,498	*	*
CONSULTING	31	29,629	$33,500	$26,000
MANAGEMENT TRAINEE	37	23,965	29,000	19,500
HOTEL/RESTAURANT MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	16,600	*	*
FINANCIAL/TREASURY ANALYSIS	1	26,000	*	*
DISTRIBUTION	2	30,250	*	*
SALES	1	16,000	*	*
MANAGEMENT TRAINEE	13	21,035	*	*
HUMAN RESOURCES				
BRAND/PRODUCT MANAGEMENT	2	28,000	*	*
SALES	4	23,698	*	*
MILITARY	1	33,500	*	*
SOCIAL SERVICES - ADMINISTRATION	1	14,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	60,000	*	*
HUMAN RESOURCES	4	25,000	*	*
MANAGEMENT TRAINEE	4	21,125	*	*
MANAGEMENT INFORMATION SYSTEMS				
ACCOUNTING (PRIVATE)	1	28,000	*	*
BRAND/PRODUCT MANAGEMENT	6	26,599	*	*
MARKET RESEARCH	1	31,000	*	*
MILITARY	1	30,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	24,000	*	*
RESEARCH & DEVELOPMENT	1	28,500	*	*
PROJECT ENGINEERING	1	26,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	54,000	*	*
COMPUTER PROGRAMMING	24	27,700	33,000	21,000
INFORMATION SYSTEMS	37	29,713	33,996	25,200
SYSTEMS ANALYSIS & DESIGN	15	29,407	*	*
CONSULTING	11	31,573	*	*
MANAGEMENT TRAINEE	2	25,800	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
MARKETING/MARKETING MANAGEMENT				
ACCOUNTING (PUBLIC)	2	$26,000	*	*
ACCOUNTING (PRIVATE)	2	23,500	*	*
COMMERCIAL BANKING (CONSUMER)	5	24,900	*	*
COMMERCIAL BANKING (LENDING)	1	24,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	35,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	20,000	*	*
FINANCIAL/TREASURY ANALYSIS	7	25,721	*	*
UNDERWRITING	6	25,251	*	*
INSURANCE - CLAIMS	1	27,996	*	*
MEDIA PLANNING	2	16,000	*	*
COMMUNICATIONS-PRODUCTION	1	28,000	*	*
PUBLIC RELATIONS	5	22,778	*	*
WRITING / EDITING	1	26,000	*	*
BRAND/PRODUCT MANAGEMENT	12	24,853	*	*
BUYER/MERCHANDISING	20	24,868	$30,000	$20,000
DISTRIBUTION	3	28,999	*	*
MARKET RESEARCH	15	23,593	*	*
SALES	112	24,719	31,008	18,000
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	24,000	*	*
MILITARY	1	24,500	*	*
ENVIRONMENTAL/SANITATION	1	30,000	*	*
PROJECT ENGINEERING	1	33,800	*	*
ADMINISTRATIVE (HEALTHCARE)	1	30,220	*	*
SOCIAL SERVICES - ADMINISTRATION	2	24,000	*	*
FUNDRAISING / DEVELOPMENT	1	18,500	*	*
COMPUTER PROGRAMMING	2	27,000	*	*
INFORMATION SYSTEMS	1	27,500	*	*
SYSTEMS ANALYSIS & DESIGN	1	27,000	*	*
CONSULTING	2	22,000	*	*
MANAGEMENT TRAINEE	62	23,124	27,600	19,000
TEACHING	1	22,500	*	*
REAL ESTATE				
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	36,500	*	*
INVESTMENT BANKING (REAL ESTATE)	1	16,800	*	*
FINANCIAL/TREASURY ANALYSIS	1	32,000	*	*
PORTFOLIO MANAGEMENT	1	22,000	*	*
SALES	3	25,200	*	*
AGRICULTURE/NATURAL RESOURCES	1	17,686	*	*
CONSULTING	3	34,000	*	*
MANAGEMENT TRAINEE	1	30,000	*	*
ADVERTISING				
MEDIA PLANNING	1	21,000	*	*
COMMUNICATIONS-PRODUCTION	2	19,500	*	*
PUBLIC RELATIONS	1	21,500	*	*
ADVERTISING	8	$25,538	*	*
SALES	4	26,500	*	*
SOCIAL SERVICES - ADMINISTRATION	1	12,000	*	*
COMMUNICATIONS				
ACCOUNTING (PRIVATE)	1	18,000	*	*
COMMERCIAL BANKING (LENDING)	2	19,500	*	*
FINANCIAL/TREASURY ANALYSIS	2	24,500	*	*
UNDERWRITING	1	20,000	*	*
DESIGN/GRAPHIC ARTS	2	17,500	*	*
MEDIA PLANNING	2	20,250	*	*
REPORTING	3	17,493	*	*
COMMUNICATIONS-PRODUCTION	3	24,667	*	*
PUBLIC RELATIONS	3	20,400	*	*
WRITING / EDITING	1	18,500	*	*
ADVERTISING	1	18,000	*	*
BRAND/PRODUCT MANAGEMENT	2	29,500	*	*
BUYER/MERCHANDISING	1	20,000	*	*
MARKET RESEARCH	3	19,334	*	*
SALES	18	24,368	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	1	24,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	18,300	*	*
OTHER HEALTH RELATED	1	16,163	*	*
SOCIAL SERVICES - ADMINISTRATION	1	25,000	*	*
COUNSELING	2	27,500	*	*
FUNDRAISING / DEVELOPMENT	1	13,500	*	*
SOCIAL WORK	1	18,500	*	*
MANAGEMENT TRAINEE	15	21,453	*	*
JOURNALISM				
ACCOUNTING (PRIVATE)	1	16,000	*	*
COMMERCIAL BANKING (LENDING)	1	18,000	*	*
MEDIA PLANNING	2	17,400	*	*
REPORTING	4	17,590	*	*
PUBLIC RELATIONS	1	13,500	*	*
WRITING / EDITING	1	10,800	*	*
ADVERTISING	1	24,000	*	*
MARKET RESEARCH	1	24,000	*	*
SALES	2	16,000	*	*
URBAN / REGIONAL PLANNING	1	20,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	20,000	*	*
MANAGEMENT TRAINEE	1	18,000	*	*
TEACHING	2	18,500	*	*
TELECOMMUNICATIONS/BROADCASTING				
UNDERWRITING	1	26,000	*	*
MEDIA PLANNING	1	25,500	*	*
REPORTING	1	20,000	*	*
COMMUNICATIONS-PRODUCTION	1	16,500	*	*
SALES	1	30,000	*	*
OTHER HEALTH RELATED	1	$13,000	*	*
INFORMATION SYSTEMS	1	33,000	*	*
ELEMENTARY EDUCATION				
INFORMATION SYSTEMS	1	20,000	*	*
MANAGEMENT TRAINEE	1	23,500	*	*
PARALEGAL	2	22,000	*	*
TEACHING	125	20,387	$24,500	$13,600
PRE-ELEMENTARY EDUCATION				
SOCIAL WORK	1	19,000	*	*
TEACHING	13	15,985	*	*
PHYSICAL EDUCATION				
OTHER HEALTH RELATED	1	25,000	*	*
TEACHING	11	21,627	*	*
SPECIAL EDUCATION				
OTHER HEALTH RELATED	1	32,000	*	*
TEACHING	21	20,885	25,200	17,766
HUMAN ECOLOGY (HOME ECONOMICS)				
DESIGN/GRAPHIC ARTS	1	13,000	*	*
OTHER HEALTH RELATED	3	20,624	*	*
SOCIAL SERVICES - ADMINISTRATION	1	18,000	*	*
SOCIAL WORK	3	20,292	*	*
HUMAN RESOURCES	2	20,900	*	*
MANAGEMENT TRAINEE	1	21,000	*	*
TEACHING	3	19,208	*	*
TEXTILES & CLOTHING				
BUYER/MERCHANDISING	1	19,000	*	*
DESIGN / CONSTRUCT	2	17,033	*	*
MANAGEMENT TRAINEE	2	25,750	*	*
MERCHANDISING MANAGMENT				
COMMERCIAL BANKING (CONSUMER)	1	14,000	*	*
BRAND/PRODUCT MANAGEMENT	2	23,500	*	*
BUYER/MERCHANDISING	1	14,000	*	*
SALES	1	24,000	*	*
MANAGEMENT TRAINEE	1	22,000	*	*
FOREIGN LANGUAGES				
LAW ENFORCEMENT	1	27,000	*	*
TEACHING	3	21,822	*	*
LETTERS (incl. English)				
INVESTMENT BANKING (SALES & TRADING)	1	25,000	*	*
FINANCIAL/TREASURY ANALYSIS	2	27,500	*	*
MEDIA PLANNING	1	21,000	*	*
REPORTING	1	16,000	*	*
PUBLIC RELATIONS	1	16,000	*	*
ADVERTISING	1	19,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Letters (cont.)				
MARKET RESEARCH	1	$14,000	*	*
SALES	6	19,570	*	*
COUNSELING	1	13,000	*	*
COMPUTER PROGRAMMING	1	24,000	*	*
CONSULTING	1	27,900	*	*
MANAGEMENT TRAINEE	3	20,167	*	*
TEACHING	14	19,668	*	*
VISUAL & PERFORMING ARTS				
DESIGN/GRAPHIC ARTS	8	18,785	*	*
ARCHITECTURE	1	13,500	*	*
TEACHING	13	21,974	*	*
HUMANITIES - OTHER				
COMMERCIAL BANKING (CONSUMER)	1	20,000	*	*
PORTFOLIO MANAGEMENT	1	24,000	*	*
BUYER/MERCHANDISING	1	29,000	*	*
SALES	2	18,700	*	*
LAW ENFORCEMENT	1	15,360	*	*
MANUFACTURING/INDUSTRIAL	1	23,800	*	*
SOCIAL SERVICES - ADMINISTRATION	1	29,244	*	*
MANAGEMENT TRAINEE	2	20,900	*	*
CRIMINAL JUSTICE				
BUYER/MERCHANDISING	1	23,000	*	*
SALES	1	10,800	*	*
LAW ENFORCEMENT	5	23,780	*	*
MILITARY	1	25,500	*	*
NATIONAL SECURITY	1	21,000	*	*
URBAN / REGIONAL PLANNING	2	26,000	*	*
HISTORY				
FINANCIAL/TREASURY ANALYSIS	2	33,250	*	*
INSURANCE - CLAIMS	1	16,000	*	*
ADVERTISING	1	31,250	*	*
BUYER/MERCHANDISING	1	15,000	*	*
SALES	3	14,367	*	*
MILITARY	1	24,000	*	*
SOCIAL WORK	3	24,000	*	*
CONSULTING	1	34,000	*	*
MANAGEMENT TRAINEE	2	19,000	*	*
PARALEGAL	2	20,500	*	*
TEACHING	4	21,039	*	*
POLITICAL SCIENCE/GOVERNMENT				
FINANCIAL/TREASURY ANALYSIS	1	34,200	*	*
INSURANCE - CLAIMS	2	24,000	*	*
PUBLIC RELATIONS	1	12,000	*	*
BRAND/PRODUCT MANAGEMENT	1	20,000	*	*
BUYER/MERCHANDISING	1	27,000	*	*
DISTRIBUTION	2	24,000	*	*
SALES	4	23,050	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	$21,600	*	*
LAW ENFORCEMENT	2	18,880	*	*
MILITARY	1	20,000	*	*
FUNDRAISING / DEVELOPMENT	1	12,000	*	*
HUMAN RESOURCES	2	23,800	*	*
MANAGEMENT TRAINEE	7	23,880	*	*
PARALEGAL	1	21,600	*	*
TEACHING	1	26,000	*	*
PSYCHOLOGY				
ACCOUNTING (PRIVATE)	1	23,600	*	*
FINANCIAL/TREASURY ANALYSIS	1	21,000	*	*
COMMUNICATIONS-PRODUCTION	1	20,000	*	*
SALES	5	22,400	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	33,030	*	*
ADMINISTRATIVE (HEALTHCARE)	1	32,000	*	*
PHYSICAL THERAPY	1	13,000	*	*
OTHER HEALTH RELATED	2	10,000	*	*
COUNSELING	10	20,300	*	*
FUNDRAISING / DEVELOPMENT	1	15,000	*	*
SOCIAL WORK	3	19,443	*	*
HUMAN RESOURCES	3	18,000	*	*
MANAGEMENT TRAINEE	7	22,729	*	*
PARALEGAL	1	14,000	*	*
TEACHING	3	21,333	*	*
SOCIOLOGY				
COMMERCIAL BANKING (CONSUMER)	1	24,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	21,000	*	*
UNDERWRITING	1	16,350	*	*
SALES	1	12,000	*	*
SOCIAL SERVICES - ADMINISTRATION	3	17,028	*	*
COUNSELING	1	20,000	*	*
SOCIAL WORK	3	20,413	*	*
MANAGEMENT TRAINEE	3	22,400	*	*
TEACHING	1	13,000	*	*
SOCIAL SCIENCES-OTHER				
UNDERWRITING	2	28,000	*	*
INSURANCE - CLAIMS	1	25,000	*	*
PUBLIC RELATIONS	2	19,375	*	*
WRITING / EDITING	1	27,300	*	*
SALES	3	26,200	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	1	20,000	*	*
LAW ENFORCEMENT	4	24,683	*	*
MILITARY	1	21,000	*	*
URBAN / REGIONAL PLANNING	1	18,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	19,000	*	*
OTHER HEALTH RELATED	1	21,500	*	*
SOCIAL SERVICES - ADMINISTRATION	4	$20,690	*	*
COUNSELING	2	17,000	*	*
SOCIAL WORK	2	19,256	*	*
MANAGEMENT TRAINEE	3	22,333	*	*
RESEARCH - NONTECHNICAL	1	23,000	*	*
TEACHING	9	22,456	*	*
AEROSPACE & AERONAUTICAL ENGINEERING				
DESIGN/GRAPHIC ARTS	1	33,000	*	*
DESIGN / CONSTRUCT	3	30,460	*	*
MANUFACTURING/INDUSTRIAL	3	33,293	*	*
SYSTEMS / PROGRAMMING	1	34,000	*	*
POWER SYSTEMS	1	31,000	*	*
TESTING	3	32,400	*	*
PROCESS ENGINEERING	1	36,500	*	*
PROJECT ENGINEERING	3	29,900	*	*
OTHER ENGINEERING	4	31,550	*	*
INFORMATION SYSTEMS	1	32,000	*	*
AGRICULTURAL ENGINEERING				
ENVIRONMENTAL/SANITATION	1	26,600	*	*
OTHER ENGINEERING	2	29,250	*	*
AGRICULTURE/NATURAL RESOURCES	3	35,000	*	*
ARCHITECTURAL ENGINEERING				
DESIGN / CONSTRUCT	3	26,000	*	*
PROJECT ENGINEERING	1	29,000	*	*
OTHER ENGINEERING	1	30,000	*	*
MANAGEMENT TRAINEE	1	35,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
OTHER HEALTH RELATED	1	12,000	*	*
CONSULTING	2	33,500	*	*
CHEMICAL ENGINEERING				
BRAND/PRODUCT MANAGEMENT	1	42,000	*	*
SALES	5	37,016	*	*
BIOENGINEERING	1	41,000	*	*
DESIGN / CONSTRUCT	2	38,520	*	*
ENVIRONMENTAL/SANITATION	7	38,565	*	*
MANUFACTURING/INDUSTRIAL	18	39,336	*	*
SYSTEMS / PROGRAMMING	1	34,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	35,900	*	*
RESEARCH & DEVELOPMENT	25	41,045	$42,780	$39,000
TESTING	2	40,650	*	*
PROCESS ENGINEERING	139	39,977	42,600	36,000
PROJECT ENGINEERING	12	39,875	*	*
OTHER ENGINEERING	27	39,311	42,000	36,000
CONSULTING	1	32,000	*	*
MANAGEMENT TRAINEE	1	40,500	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
CIVIL ENGINEERING				
PUBLIC RELATIONS	1	$30,420	*	*
URBAN / REGIONAL PLANNING	1	27,000	*	*
DESIGN / CONSTRUCT	106	28,709	$31,200	$25,000
ENVIRONMENTAL/SANITATION	14	31,816	*	*
MANUFACTURING/INDUSTRIAL	1	33,800	*	*
POWER SYSTEMS	1	35,500	*	*
RESEARCH & DEVELOPMENT	1	27,252	*	*
TESTING	4	26,163	*	*
PROCESS ENGINEERING	1	33,960	*	*
PROJECT ENGINEERING	17	30,884	*	*
OTHER ENGINEERING	34	29,453	31,200	26,900
CONSULTING	7	30,543	*	*
MANAGEMENT TRAINEE	1	32,400	*	*
COMPUTER ENGINEERING				
LAW ENFORCEMENT	1	28,000	*	*
NATIONAL SECURITY	2	36,600	*	*
DESIGN / CONSTRUCT	2	32,500	*	*
SYSTEMS / PROGRAMMING	11	33,958	*	*
SOFTWARE DESIGN & DEVELOPMENT	38	33,499	37,200	28,800
HARDWARE DESIGN & DEVELOPMENT	15	35,533	*	*
RESEARCH & DEVELOPMENT	1	35,600	*	*
PROCESS ENGINEERING	1	35,500	*	*
PROJECT ENGINEERING	1	32,000	*	*
OTHER ENGINEERING	29	34,617	38,000	31,000
COMPUTER PROGRAMMING	21	30,078	35,500	27,000
INFORMATION SYSTEMS	8	34,425	*	*
SYSTEMS ANALYSIS & DESIGN	17	33,414	*	*
CONSULTING	4	31,745	*	*
ELECTRICAL/ELECTRONIC ENGINEERING				
COMMERCIAL BANKING (LENDING)	3	34,960	*	*
SALES	12	33,333	*	*
DESIGN / CONSTRUCT	32	32,795	36,000	28,000
MANUFACTURING/INDUSTRIAL	39	34,451	38,500	29,000
SYSTEMS / PROGRAMMING	16	31,546	*	*
POWER SYSTEMS	41	34,389	36,400	32,496
SOFTWARE DESIGN & DEVELOPMENT	11	33,372	*	*
HARDWARE DESIGN & DEVELOPMENT	37	35,949	38,012	33,500
RESEARCH & DEVELOPMENT	6	32,101	*	*
TESTING	10	32,228	*	*
PROCESS ENGINEERING	4	37,850	*	*
PROJECT ENGINEERING	42	35,181	38,400	31,200
OTHER ENGINEERING	113	34,017	38,400	28,000
COMPUTER PROGRAMMING	7	33,300	*	*
INFORMATION SYSTEMS	3	32,333	*	*
SYSTEMS ANALYSIS & DESIGN	5	30,296	*	*
ARCHITECTURE	1	24,000	*	*
CONSULTING	7	33,129	*	*
MANAGEMENT TRAINEE	2	36,250	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ENIVRONMENTAL ENGINEERING				
OTHER ENGINEERING	1	$33,624	*	*
INDUSTRIAL ENGINEERING				
FINANCIAL/TREASURY ANALYSIS	1	33,900	*	*
INSURANCE - CLAIMS	1	29,000	*	*
PUBLIC RELATIONS	1	32,000	*	*
DISTRIBUTION	1	36,000	*	*
SALES	2	27,000	*	*
DESIGN / CONSTRUCT	3	32,033	*	*
ENVIRONMENTAL/SANITATION	2	31,002	*	*
MANUFACTURING/INDUSTRIAL	39	33,806	$37,700	$29,844
SYSTEMS / PROGRAMMING	5	32,816	*	*
SOFTWARE DESIGN & DEVELOPMENT	2	35,000	*	*
TESTING	3	35,667	*	*
PROJECT ENGINEERING	6	34,213	*	*
OTHER ENGINEERING	31	32,377	36,400	28,000
INFORMATION SYSTEMS	12	31,208	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	29,000	*	*
CONSULTING	35	34,064	38,500	30,996
MANAGEMENT TRAINEE	1	35,100	*	*
MECHANICAL ENGINEERING				
INSURANCE - CLAIMS	1	32,500	*	*
DESIGN/GRAPHIC ARTS	6	34,667	*	*
COMMUNICATIONS-PRODUCTION	1	38,400	*	*
BRAND/PRODUCT MANAGEMENT	1	34,200	*	*
DISTRIBUTION	1	24,000	*	*
SALES	12	32,263	*	*
MILITARY	2	29,238	*	*
DESIGN / CONSTRUCT	71	33,578	38,000	28,000
ENVIRONMENTAL/SANITATION	3	28,500	*	*
MANUFACTURING/INDUSTRIAL	129	35,348	40,000	31,000
SYSTEMS / PROGRAMMING	2	33,060	*	*
POWER SYSTEMS	15	35,593	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	27,000	*	*
HARDWARE DESIGN & DEVELOPMENT	8	34,188	*	*
RESEARCH & DEVELOPMENT	10	34,565	*	*
TESTING	4	33,650	*	*
PROCESS ENGINEERING	8	35,788	*	*
PROJECT ENGINEERING	71	35,599	40,000	30,500
OTHER ENGINEERING	118	34,132	38,300	30,000
SYSTEMS ANALYSIS & DESIGN	1	28,250	*	*
CONSULTING	10	33,732	*	*
MANAGEMENT TRAINEE	4	32,615	*	*
RESEARCH - TECHNICAL	2	36,000	*	*
METALLURGICAL ENGINEERING				
DESIGN / CONSTRUCT	2	33,982	*	*
MANUFACTURING/INDUSTRIAL	12	33,375	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
SOFTWARE DESIGN & DEVELOPMENT	1	$33,960	*	*
RESEARCH & DEVELOPMENT	2	32,500	*	*
TESTING	2	28,750	*	*
PROCESS ENGINEERING	3	36,173	*	*
PROJECT ENGINEERING	6	37,597	*	*
OTHER ENGINEERING	4	31,200	*	*
COMPUTER PROGRAMMING	1	38,400	*	*
MANAGEMENT TRAINEE	2	36,000	*	*
RESEARCH - TECHNICAL	1	35,000	*	*
MINING (INCL GEOLOGICAL) ENGINEERING				
DESIGN / CONSTRUCT	4	32,820	*	*
ENVIRONMENTAL/SANITATION	7	30,800	*	*
MANUFACTURING/INDUSTRIAL	1	37,200	*	*
PROJECT ENGINEERING	1	31,200	*	*
NUCLEAR ENGINEERING				
ENVIRONMENTAL/SANITATION	1	33,500	*	*
TESTING	1	35,000	*	*
OTHER ENGINEERING	1	33,000	*	*
PETROLEUM ENGINEERING				
MARKET RESEARCH	1	30,000	*	*
PROJECT ENGINEERING	6	40,917	*	*
OTHER ENGINEERING	7	38,957	*	*
ENGINEERING TECHNOLOGY				
DESIGN / CONSTRUCT	3	30,600	*	*
ENVIRONMENTAL/SANITATION	1	29,000	*	*
MANUFACTURING/INDUSTRIAL	4	28,655	*	*
POWER SYSTEMS	1	30,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	26,500	*	*
HARDWARE DESIGN & DEVELOPMENT	2	30,000	*	*
RESEARCH & DEVELOPMENT	1	34,600	*	*
TESTING	1	35,000	*	*
PROJECT ENGINEERING	4	38,452	*	*
OTHER ENGINEERING	6	27,917	*	*
INDUSTRIAL TECHNOLOGY				
MANUFACTURING/INDUSTRIAL	2	27,750	*	*
AGRIBUSINESS				
COMMERCIAL BANKING (CONSUMER)	1	21,000	*	*
COMMERCIAL BANKING (LENDING)	1	24,000	*	*
BRAND/PRODUCT MANAGEMENT	1	14,400	*	*
BUYER/MERCHANDISING	1	38,200	*	*
MARKET RESEARCH	1	24,000	*	*
SALES	3	25,333	*	*
AGRICULTURE/NATURAL RESOURCES	1	18,000	*	*
MANAGEMENT TRAINEE	3	24,065	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ANIMAL SCIENCES				
FINANCIAL/TREASURY ANALYSIS	1	$30,000	*	*
SALES	1	25,000	*	*
MILITARY	1	23,100	*	*
RESEARCH & DEVELOPMENT	1	24,000	*	*
AGRICULTURE/NATURAL RESOURCES	6	17,432	*	*
MANAGEMENT TRAINEE	3	23,167	*	*
PLANT SCIENCES				
PURCHASING	1	30,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	20,000	*	*
NATURAL RESOURCES				
AGRICULTURE/NATURAL RESOURCES	4	21,000	*	*
OTHER AGRICULTURAL SCIENCES				
BRAND/PRODUCT MANAGEMENT	1	27,000	*	*
ENVIRONMENTAL/SANITATION	1	18,500	*	*
RESEARCH & DEVELOPMENT	1	35,000	*	*
PROJECT ENGINEERING	2	36,250	*	*
OTHER HEALTH RELATED	1	18,000	*	*
AGRICULTURE/NATURAL RESOURCES	7	21,643	*	*
MANAGEMENT TRAINEE	1	21,600	*	*
COMPUTER SCIENCE				
COMMERCIAL BANKING (CONSUMER)	1	28,700	*	*
FINANCIAL/TREASURY ANALYSIS	3	28,400	*	*
SALES	1	13,500	*	*
DESIGN / CONSTRUCT	1	30,940	*	*
MANUFACTURING/INDUSTRIAL	1	34,600	*	*
SYSTEMS / PROGRAMMING	11	31,487	*	*
SOFTWARE DESIGN & DEVELOPMENT	29	32,835	$37,000	$27,000
RESEARCH & DEVELOPMENT	2	24,000	*	*
TESTING	1	28,500	*	*
OTHER ENGINEERING	17	32,118	*	*
COMPUTER PROGRAMMING	76	29,527	35,100	24,000
INFORMATION SYSTEMS	33	30,751	34,500	25,500
SYSTEMS ANALYSIS & DESIGN	23	32,959	37,024	27,000
CONSULTING	28	32,901	34,528	30,160
RESEARCH - NONTECHNICAL	2	37,000	*	*
COMPUTER PROGRAMMING				
BUYER/MERCHANDISING	1	25,500	*	*
MANUFACTURING/INDUSTRIAL	1	40,000	*	*
TESTING	1	30,000	*	*
OTHER ENGINEERING	1	34,000	*	*
COMPUTER PROGRAMMING	7	26,238	*	*
SYSTEMS ANALYSIS & DESIGN	1	24,996	*	*
CONSULTING	1	35,000	*	*
RESEARCH - TECHNICAL	1	26,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
INFORMATION SCIENCES				
ACCOUNTING (PRIVATE)	1	$23,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	29,000	*	*
SALES	1	27,996	*	*
MILITARY	1	20,000	*	*
SYSTEMS / PROGRAMMING	2	30,750	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	28,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
COMPUTER PROGRAMMING	10	27,346	*	*
INFORMATION SYSTEMS	25	28,452	$30,663	$25,000
SYSTEMS ANALYSIS & DESIGN	6	33,053	*	*
CONSULTING	4	33,875	*	*
MANAGEMENT TRAINEE	1	35,000	*	*
SYSTEMS ANALYSIS				
INFORMATION SYSTEMS	1	31,000	*	*
ALLIED HEALTH				
MEDICAL TECHNOLOGY	4	29,537	*	*
OCCUPATIONAL THERAPY	4	33,260	*	*
PHYSICAL THERAPY	1	31,000	*	*
OTHER HEALTH RELATED	1	20,000	*	*
HEALTH SCIENCES				
ADMINISTRATIVE (HEAL	1	16,100	*	*
INDUSTRIAL HYGIENE	1	21,069	*	*
NURSES / PERSONAL CARE	2	20,500	*	*
OTHER HEALTH RELATED	3	18,667	*	*
COUNSELING	1	19,000	*	*
TEACHING	1	17,800	*	*
NURSING				
NURSES / PERSONAL CARE	15	31,851	*	*
PHARMACY				
PHARMACIST	34	43,570	46,500	39,500
ACTUARIAL				
BUYER/MERCHANDISING	1	28,000	*	*
ACTUARIAL	2	35,900	*	*
CONSULTING	1	38,000	*	*
ARCHITECTURAL & ENVIRONMENTAL DESIGN				
URBAN / REGIONAL PLANNING	1	13,200	*	*
DESIGN / CONSTRUCT	3	21,920	*	*
ARCHITECTURE	4	24,770	*	*
BIOLOGICAL SCIENCES				
SALES	2	15,000	*	*
BIOENGINEERING	1	33,000	*	*
MANUFACTURING/INDUSTRIAL	1	26,000	*	*
RESEARCH & DEVELOPMENT	2	22,750	*	*
PHYSICAL THERAPY	1	10,500	*	*
OTHER HEALTH RELATED	4	30,056	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
AGRICULTURE/NATURAL RESOURCES	2	$19,000	*	*
RESEARCH - TECHNICAL	1	16,400	*	*
TEACHING	4	23,515	*	*
CHEMISTRY				
SALES	4	29,975	*	*
ENVIRONMENTAL/SANITATION	2	29,020	*	*
MANUFACTURING/INDUSTRIAL	1	28,350	*	*
RESEARCH & DEVELOPMENT	4	32,375	*	*
TESTING	1	25,200	*	*
PROCESS ENGINEERING	4	30,096	*	*
RESEARCH - TECHNICAL	6	31,250	*	*
TEACHING	1	24,000	*	*
GEOLOGY & GEOLOGICAL SCIENCES				
SALES	1	24,960	*	*
URBAN / REGIONAL PLANNING	1	35,000	*	*
ENVIRONMENTAL/SANITATION	1	21,000	*	*
PROJECT ENGINEERING	1	32,000	*	*
RESEARCH - TECHNICAL	1	24,000	*	*
MATHEMATICS				
ACCOUNTING (PRIVATE)	1	15,000	*	*
COMMERCIAL BANKING (LENDING)	1	18,000	*	*
SALES	1	27,500	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	1	21,000	*	*
MILITARY	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	1	30,000	*	*
RESEARCH & DEVELOPMENT	1	38,400	*	*
COMPUTER PROGRAMMING	2	31,200	*	*
SYSTEMS ANALYSIS & DESIGN	1	28,000	*	*
ACTUARIAL	2	23,510	*	*
CONSULTING	3	31,833	*	*
MANAGEMENT TRAINEE	2	21,500	*	*
MATH/STATISTICIANS	5	28,000	*	*
TEACHING	15	21,201	*	*
PHYSICS				
OTHER ENGINEERING	1	25,000	*	*
OTHER HEALTH RELATED	1	21,480	*	*
TEACHING	1	20,000	*	*
OTHER PHYSICAL & EARTH SCIENCES				
ENVIRONMENTAL/SANITATION	2	23,000	*	*
OTHER ENGINEERING	1	19,242	*	*
TEACHING	2	21,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
BACHELOR'S DEGREE - SUMMARY				
BACHELOR - NON TECHNICAL DEGREE				
ACCOUNTING (PUBLIC)	888	$ 28,228	$32,000	$ 24,500
ACCOUNTING (PRIVATE)	244	26,144	31,100	20,500
COMMERCIAL BANKING (CONSUMER)	30	21,703	27,000	14,200
COMMERCIAL BANKING (LENDING)	18	24,206	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	9	31,278	*	*
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	5	33,600	*	*
INVESTMENT BANKING (REAL ESTATE)	5	18,380	*	*
INVESTMENT BANKING (SALES & TRADING)	7	25,143	*	*
FINANCIAL/TREASURY ANALYSIS	88	27,540	32,500	21,000
PORTFOLIO MANAGEMENT	15	23,953	*	*
UNDERWRITING	23	23,130	26,000	17,000
INSURANCE - CLAIMS	18	22,220	*	*
DESIGN/GRAPHIC ARTS	11	18,025	*	*
MEDIA PLANNING	9	19,422	*	*
REPORTING	9	17,649	*	*
COMMUNICATIONS-PRODUCTION	9	21,944	*	*
PUBLIC RELATIONS	14	19,774	*	*
WRITING / EDITING	4	20,650	*	*
ADVERTISING	15	23,170	*	*
BRAND/PRODUCT MANAGEMENT	34	24,988	30,000	18,200
BUYER/MERCHANDISING	42	24,575	30,000	19,000
DISTRIBUTION	14	28,143	*	*
MARKET RESEARCH	24	23,454	30,000	18,000
PURCHASING	2	17,700	*	*
SALES	223	23,849	30,000	16,000
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	11	24,043	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	31	23,893	28,224	19,600
ECONOMIC PROGRAMS	3	21,009	*	*
LAW ENFORCEMENT	13	22,904	*	*
MILITARY	11	25,826	*	*
NATIONAL SECURITY	1	21,000	*	*
URBAN / REGIONAL PLANNING	5	21,740	*	*
DESIGN / CONSTRUCT	2	17,033	*	*
ENVIRONMENTAL/SANITATION	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	4	25,075	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	24,000	*	*
RESEARCH & DEVELOPMEMENT	2	26,750	*	*
TESTING	1	36,000	*	*
PROCESS ENGINEERING	1	44,000	*	*
PROJECT ENGINEERING	2	29,900	*	*
ADMINISTRATIVE (HEATHCARE)	8	26,815	*	*
NURSES / PERSONAL CARE	2	34,600	*	*
PHYSICAL THERAPY	1	13,000	*	*
OTHER HEALTH RELATED	12	19,711	*	*
SOCIAL SERVICES - ADMINISTRATION	16	$ 20,005	*	*
COUNSELING	17	20,647	*	*
FUNDRAISING / DEVELOPMENT	5	15,550	*	*
SOCIAL WORK	16	20,529	*	*
COMPUTER PROGRAMMING	34	27,626	$33,000	$21,000
INFORMATION SYSTEMS	55	28,976	33,500	24,000
SYSTEMS ANALYSIS & DESIGN	24	30,902	33,600	25,000
AGRICULTURE/NATURAL RESOURCES	1	17,686	*	*
ARCHITECTURE	1	13,500	*	*
CONSULTING	78	30,295	35,000	26,000
HUMAN RESOURCES	23	23,796	32,000	19,000
MANAGEMENT TRAINEE	261	22,923	28,000	18,000
PARALEGAL	6	20,100	*	*
RESEARCH - NONTECHNICAL	1	23,000	*	*
TEACHING	225	20,358	25,000	13,200
BACHELOR - TECHNICAL DEGREE				
ACCOUNTING (PRIVATE)	2	19,000	*	*
COMMERCIAL BANKING (CONSUMER)	2	24,850	*	*
COMMERCIAL BANKING (LENDING)	5	29,376	*	*
INVESTMENT BANKING (REAL ESTATE)	1	29,000	*	*
FINANCIAL/TREASURY ANALYSIS	5	29,820	*	*
INSURANCE - CLAIMS	2	30,750	*	*
DESIGN/GRAPHIC ARTS	7	34,429	*	*
COMMUNICATIONS-PRODUCTION	1	38,400	*	*
PUBLIC RELATIONS	2	31,210	*	*
BRAND/PRODUCT MANAGEMENT	4	29,400	*	*
BUYER/MERCHANDISING	3	30,567	*	*
DISTRIBUTION	2	30,000	*	*
MARKET RESEARCH	2	27,000	*	*
PURCHASING	1	30,000	*	*
SALES	45	30,469	36,000	24,000
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	1	21,000	*	*
LAW ENFORCEMENT	1	28,000	*	*
MILITARY	5	26,315	*	*
NATIONAL SECURITY	2	36,600	*	*
URBAN / REGIONAL PLANNING	3	25,067	*	*
BIOENGINEERING	2	37,000	*	*
DESIGN / CONSTRUCT	235	30,944	36,000	26,160
ENVIRONMENTAL/SANITATION	42	31,265	39,960	25,000
MANUFACTURING/INDUSTRIAL	253	34,903	40,000	29,000
SYSTEMS / PROGRAMMING	49	32,334	37,700	27,000
POWER SYSTEMS	59	34,582	36,800	31,000
SOFTWARE DESIGN & DEVELOPMENT	87	32,950	37,000	27,000
HARDWARE DESIGN & DEVELOPMENT	62	35,429	38,000	32,500
RESEARCH & DEVELOPMENT	57	35,917	42,000	27,252
TESTING	33	32,068	37,920	25,000
PROCESS ENGINEERING	161	39,313	42,200	35,000
PROJECT ENGINEERING	173	35,406	40,000	30,000
OTHER ENGINEERING	398	$33,699	$ 39,000	$27,600
ADMINISTRATIVE (HEALTHCARE)	2	19,550	*	*
INDUSTRIAL HYGIENE	1	21,069	*	*
MEDICAL TECHNOLOGY	4	29,537	*	*
NURSES / PERSONAL CARE	17	30,515	*	*
OCCUPATIONAL THERAPY	4	33,260	*	*
PHARMACIST	34	43,570	46,500	39,500
PHYSICAL THERAPY	2	20,750	*	*
OTHER HEALTH RELATED	11	22,519	*	*
COUNSELING	1	19,000	*	*
COMPUTER PROGRAMMING	124	29,570	35,500	24,000
INFORMATION SYSTEMS	83	30,554	35,000	25,500
SYSTEMS ANALYSIS & DESIGN	55	32,493	37,024	27,600
ACTUARIAL	4	29,705	*	*
AGRICULTURE/NATURAL RESOURCES	25	22,004	30,000	17,600
ARCHITECTURE	5	24,616	*	*
CONSULTING	103	33,267	38,000	30,000
MANAGEMENT TRAINEE	22	29,966	36,000	20,000
MATH/STATISTICIANS	5	28,000	*	*
RESEARCH - NONTECHNICAL	2	37,000	*	*
RESEARCH - TECHNICAL	12	30,075	*	*
TEACHING	24	21,495	24,000	17,500

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	March 1993	March 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	43	$30,372	$31,259	-2.8%	$34,000	$31,000	$27,000
MBA-Nontechnical undergraduate							
1 year or less experience	140	35,633	35,734	-0.3	43,100	35,000	27,500
1 to 2 years experience	58	43,152	44,911	-3.9	57,000	43,600	28,000
2 to 4 years experience	54	49,845	49,287	1.1	72,000	47,600	35,000
Over 4 years experience	98	49,495	50,972	-2.9	71,000	46,500	32,000
MBA-Technical undergraduate degree							
1 year or less experience	13	38,321	41,313	*	*	*	*
1 to 2 years experience	7	46,443	48,884	*	*	*	*
2 to 4 years experience	27	52,886	55,249	-4.3	60,000	52,500	48,000
Over 4 years experience	22	55,493	56,298	-1.4	75,000	51,750	42,000
MS-Business	5	30,700	37,733	*	*	*	*
Economics & Finance	3	28,000	36,677	*	*	*	*
Labor/Industrial Relations							
(incl. Human Resources)	8	29,625	31,597	*	*	*	*
Management Information Systems	8	34,850	34,780	*	*	*	*
Marketing/Marketing Management							
(incl. Marketing Research)	2	24,498	39,508	*	*	*	*
COMMUNICATIONS							
Advertising	+	+	37,500				
Communications	2	25,900	23,167	*	*	*	*
Journalism	1	15,000	22,699	*	*	*	*
EDUCATION							
Education Administration	14	27,210	31,729	*	*	*	*
Elementary Education	23	27,601	27,400	0.7	30,000	28,167	23,880
Physical Education	1	25,500	29,052	*	*	*	*
Reading Education	+	+	28,100				
Special Education	5	25,457	25,007	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Humanities	5	29,142	24,553	*	*	*	*
Psychology	7	34,114	24,593	*	*	*	*
Social Sciences	1	40,000	28,095	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	3	37,333	39,765	*	*	*	*
Agricultural	2	45,000	35,618	*	*	*	*
Bioengineering & Biomedical	1	40,000	34,920	*	*	*	*
Chemical	15	41,276	40,611	*	*	*	*
Civil	33	33,782	34,303	-1.5	40,600	32,700	28,500
Computer	17	39,384	40,207	*	*	*	*
Electrical	110	40,373	41,024	-1.6	44,000	40,996	36,000
Industrial	26	39,400	38,692	1.8	43,600	39,500	35,000
Mechanical	69	40,492	39,298	3.0	45,000	41,500	34,200
Metallurgical	2	38,000	38,165	*	*	*	*
Mining	+	+	30,000				
Nuclear	1	36,000	38,607	*	*	*	*
Petroleum	+	+	43,600				
HEALTH SCIENCES							
Allied Health	+	+	28,223				
Health Sciences	4	30,266	25,713	*	*	*	*
Nursing	3	29,390	34,453	*	*	*	*

Continued . . .

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from	Percentiles		
	March 1993	March 1993	September 1992	September 1992	90th	50th	10th
Continued . . .							
SCIENCES							
Agricultural & Natural Resources	1	$ 27,000	$ 28,001	*	*	*	*
Architectural & Environmental Design	+	+	27,852				
Biological	+	+	25,126				
Chemistry	7	33,870	35,104	*	*	*	*
Computer Science.	41	38,164	39,120	-2.4 %	$ 47,100	$ 40,000	$ 30,000
Geological (incl. Geophysics)	6	35,667	36,333	*	*	*	*
Mathematics	8	35,049	33,636	*	*	*	*
Physics	2	42,000	31,626	*	*	*	*
Polymer	+	+	N/A	N/A			
	898						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

Doctoral Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from	Percentiles		
	March 1993	March 1993	September 1992	September 1992	90th	50th	10th
BUSINESS							
Business Administration & Management	+	+	$57,498				
Computer & Information Sciences . . .	1	$39,000	61,555	*	*	*	*
Economics & Finance	+	+	53,667				
EDUCATION							
Education Administration	7	48,571	46,884	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	+	+	31,920				
Foreign Languages	+	+	26,367				
Humanities	1	32,000	28,000	*	*	*	*
Psychology	+	+	38,452				
Sociology	+	+	50,000				
Social Sciences.	+	+	40,000				
ENGINEERING							
Aerospace	+	+	51,486				
Chemical	27	54,213	54,451	-0.4%	$61,044	$56,000	$48,000
Civil	1	36,000	46,501	*	*	*	*
Computer	+	+	55,325				
Electrical	8	54,687	56,826	*	*	*	*
Industrial	+	+	N/A	N/A			
Mechanical	14	50,988	51,880	*	*	*	*
Metallurgical.	7	52,211	53,577	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	+	+	38,583				
Biological	1	38,000	42,000	*	*	*	*
Chemistry	14	53,093	50,719	*	*	*	*
Geology & Geological Sciences	1	60,552	47,827	*	*	*	*
Mathematics	+	+	40,954				
Physics	5	51,980	40,940	*	*	*	*
Polymer	+	+	52,200				
	87						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

1992-93 CPC SALARY SURVEY PARTICIPANTS

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Fordham Univ. - Lincoln Center
Franklin Pierce College
Husson College
Iona College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Queens College
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
St. John Fisher College
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
Lehigh University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Rutgers Univ.- Graduate School of Management
Seton Hall University
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Washington & Lee University
West Virginia Inst. of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Illinois University
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Loras College
Manchester College
Manetta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
University of Minnesota - Agri.
University of Minnesota - Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
University of Missoun - Columbia - Engineering
Univ. of Missoun - Rolla
Univ. of Missoun - St. Louis
Missoun Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Otterbein College
Pittsburg-State University
Purdue University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State Univ.
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Kansas State University
Montana State University
University of Montana
Univ of Nebraska - Kearney
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of Northern Colorado
Sioux Falls College
South Dakota School of Mines
Univ. of South Dakota -Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg.
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Polytechnic Inst. & State University
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State University - Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington

A3940-2-U

A study of 1992-1993 beginning offers

CPC $alary $urvey

July 1993

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

While the recruiting of college graduates appears to lack significant signs of improvement, reports from career services offices indicate that recruiting has *at least* remained steady and may even be somewhat better than last year. The efforts of career services offices have contributed to this slight progress. With major employers sending fewer recruiters to campus, career services offices are increasingly reaching out to small businesses through networking, resume referral, and similar-type programs, providing graduates with opportunities. Consequently, hiring by small businesses has helped to compensate somewhat for the reduction in opportunities with large employers.

By type of industry, the service sector extended 53.8 percent of the reported job offers, up from 48.6 percent last year. Manufacturing employers accounted for 34.7 percent of the reported job offers, down from the 36.2 percent reported last year. Government and nonprofit employers provided 11.4 percent of this year's reported job offers, compared to 15.2 percent of the offers made last year.

There has also been movement in which industries account for reported job offers. Engineering/environmental employers provided 3.1 percent of the total job offers reported this year, up from 2.2 percent last year. Moreover, these employers accounted for 6.6 percent of the job offers to technical bachelor's degree candidates, up from the 4.7 percent they extended to these graduates last year.

Also, merchandising employers extended 7.9 percent of the total reported job offers to this year's graduates and accounted for 12.9 percent of the offers to nontechnical bachelor's degree candidates. Last year, merchandising employers accounted for 7.2 percent of all reported job offers and 12.3 percent of the offers extended to graduates with nontechnical bachelor's degrees.

Consulting services employers also accounted for a greater percentage of job offers—to both technical and nontechnical bachelor's degree graduates. Overall, these employers extended 6.8 percent of the offers reported this year, compared to 5.3 percent last year. And, these employers made 9.6 percent of the reported offers to technical undergraduates, rising from 7.8 percent last year. The percentage of offers to nontechnical undergraduates from this group rose from 3.1 percent last year to 4.5 percent this year.

Conversely, the percentage of job offers from aerospace employers continues its steady decline. Once a major employer of college graduates—the industry accounted for 7.4 percent of the total offers in the 1987-88 recruiting year—aerospace extended just 1.4 percent of the offers reported this year, down from 1.6 percent last year. Aerospace employers provided 2.8 percent of the job offers to this year's technical bachelor's degree candidates, compared to 2.9 percent last year. The percentage of reported job offers extended by petroleum employers has also dropped. Petroleum employers extended 2.1 percent of the reported job offers to this year's college graduates compared to 4.2 percent of the offers reported last year. Technical graduates received 3.6 percent of their offers from petroleum employers down from 7.2 percent of their offers last year.

In most fields, starting salary offers to new college graduates continue to register only minimal increases compared to the September 1992 report's final figures. Among the business fields, management information systems graduates and economics and finance graduates posted the best gains—3.3 percent each for average starting salary offers of $29,465 and $26,979 respectively. Marketing graduates received 3 percent higher starting salary offers averaging $24,638, and starting salary offers to accounting graduates increased by 2.6 percent for an average of $27,775. Starting salary offers to business administration graduates increased less than 1 percent to $24,456.

Engineering graduates posted only slight gains in their starting salary offers since last year. Both chemical engineers and electrical engineers received 1.4 percent higher starting salary offers for averages of $39,747 and $34,228 respectively. Industrial engineers received starting salary offers 1.6 percent higher than those posted last September, averaging $32,868. Average starting salary offers increased less than 1 percent for mechanical engineers to $34,535, while petroleum engineers received offers that dropped 5.1 percent for an average of $38,610.

Continued on page 35

SCOPE AND NATURE OF THE SURVEY

The ***CPC Salary Survey*** compiles reports from 402 career planning and placement offices of colleges and universities across the United States. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non- profit and educational institutions. The figures reported are for base salaries only and do not include bonuses, fringe benefits, or overtime rates. Confidentiality is maintained for the individual, the college, and the employer.

The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students and, consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	July 1993	July 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	2,557	**$27,775**	$27,179	2.2%	$32,000	$28,400	$23,000
Business Administration (incl. Management Science)	903	**24,456**	24,305	0.6	31,000	24,000	18,000
Distribution Management	38	**25,861**	22,931	12.8	30,000	24,500	22,000
Economics & Finance (incl. Banking)	1,016	**26,979**	26,122	3.3	33,000	27,000	20,000
Hotel/Restaurant Management	86	**20,561**	21,063	-2.4	25,000	21,000	15,000
Human Resources (incl. Labor Relations)	52	**22,895**	23,427	-2.3	27,420	22,500	16,000
Management Information Systems	298	**29,465**	28,519	3.3	34,000	30,000	24,000
Marketing/Marketing Management (incl. Research)	956	**24,638**	23,914	3.0	30,264	24,000	18,000
Real Estate	13	**26,968**	21,046	*	*	*	*
COMMUNICATIONS							
Advertising	33	**21,800**	21,160	3.0	26,500	21,600	16,500
Communications	169	**21,821**	21,262	2.6	27,560	22,000	16,000
Journalism	76	**19,893**	19,851	0.2	26,000	20,000	13,500
Telecommunications/Broadcasting	34	**23,116**	21,572	7.2	30,000	23,750	15,000
EDUCATION							
Elementary Education	233	**20,112**	20,689	-2.8	26,000	20,400	13,000
Pre-Elementary Education	30	**16,444**	17,371	-5.3	21,000	15,692	11,640
Physical Education	17	**21,330**	21,994	*	*	*	*
Special Education	51	**21,311**	21,372	-0.3	26,200	21,878	15,500
HOME ECONOMICS							
Human Ecology	46	**20,542**	19,181	7.1	27,000	19,446	15,500
Textiles & Clothing	40	**22,163**	22,279	-0.5	28,000	22,500	17,000
Merchandising Management	15	**21,360**	19,811	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	26	**23,568**	22,995	2.5	31,000	23,233	17,500
Letters	110	**21,096**	22,190	-4.9	28,000	20,500	14,000
Visual & Performing Arts	52	**20,667**	21,138	-2.2	25,000	21,000	15,000
Humanities-Other	71	**24,783**	22,941	8.0	33,000	23,000	17,000
Criminal Justice	34	**21,645**	19,851	9.0	27,000	21,500	16,640
History	62	**22,970**	22,838	0.6	31,250	22,846	15,600
Political Science/Government	125	**24,663**	23,042	7.0	33,000	25,000	15,600
Psychology	147	**20,503**	20,180	1.6	28,000	20,000	13,500
Sociology	44	**21,436**	21,015	2.0	28,000	21,600	15,000
Social Sciences-Other	136	**22,380**	21,623	3.5	28,500	23,000	15,000
ENGINEERING							
Aerospace & Aeronautical	81	**31,641**	31,826	-0.6	35,500	31,000	27,600
Agricultural	14	**31,081**	31,464	*	*	*	*
Architectural	29	**28,535**	29,211	-2.3	34,000	29,000	24,000
Bioengineering & Biomedical	13	**29,642**	30,769	*	*	*	*
Chemical	608	**39,747**	39,203	1.4	42,500	40,550	35,520
Civil	514	**29,234**	29,376	-0.5	33,000	28,740	25,680

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	July 1993	July 1993	September 1992		90th	50th	10th
Continued . . .							
Computer	337	$33,743	$32,848	2.7%	$38,100	$35,000	$28,000
Electrical	1,008	34,228	33,754	1.4	38,000	35,000	28,800
Environmental	6	31,569	31,111	*	*	*	*
Industrial	381	32,868	32,348	1.6	36,600	33,000	29,000
Mechanical	1,201	34,535	34,462	0.2	39,000	35,000	29,500
Metallurgical	87	34,004	33,502	1.5	37,891	34,800	28,500
Mining	38	31,813	31,177	2.0	36,000	32,000	26,400
Nuclear	13	34,650	34,447	*	*	*	*
Petroleum	39	38,610	40,679	-5.1	43,680	40,000	33,000
Textile	4	37,075	32,350	*	*	*	*
Engineering Technology	120	28,260	31,051	-9.0	36,000	28,000	18,720
Industrial Technology	12	29,593	26,986	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	37	22,471	23,414	-4.0	28,000	22,200	18,000
Animal Sciences	24	20,745	20,189	2.8	25,000	20,000	17,600
Plant Sciences	3	25,000	22,150	*	*	*	*
Natural Resources	19	20,863	21,786	*	*	*	*
Other Agricultural Sciences	20	25,708	22,388	14.8	35,000	23,500	18,500
COMPUTER SCIENCES							
Computer Science	590	31,195	30,523	2.2	36,700	32,000	25,000
Computer Programming	36	30,379	30,885	-1.6	35,600	30,332	24,996
Information Sciences & Systems	132	29,440	28,990	1.6	34,000	30,000	24,000
Systems Analysis	4	32,465	29,913	*	*	*	*
HEALTH SCIENCES							
Allied Health	36	26,602	30,555	-12.9[1]	34,000	27,124	19,760
Health Sciences	30	22,856	23,559	-3.0	36,000	20,400	17,500
Nursing	133	31,876	31,732	0.5	40,000	30,784	24,960
Pharmacy[2]	77	42,796	41,567	3.0	48,000	43,000	36,621
SCIENCES							
Actuarial	24	33,212	31,830	4.3	36,000	34,358	31,000
Architectural & Environmental Design	36	23,668	23,570	0.4	30,000	22,440	18,000
Biological	59	22,101	21,851	1.1	30,000	22,000	14,560
Chemistry	47	29,637	27,557	7.5	35,000	30,000	25,000
Geological	8	27,970	25,704	*	*	*	*
Mathematics (incl. Statistics)	90	26,100	28,434	-8.2	34,200	27,000	17,500
Physics	10	22,728	29,019	*	*	*	*
Other Physical and Earth Sciences	15	22,179	23,384	*	*	*	*
Textile Science	29	28,793	30,859	-6.7	32,000	29,000	25,000
	13,434						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
[1] Job offers reported for 1992-93 Allied Health graduates do not include offers from a major contributing school that reported job offers in the 1991-92 report. Any comparisons to last year's average starting salary are invalid at this time.
[2] Pharmacy is a 5-year degree program.

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	July 1993	July 1993	September 1992		90th	50th	10th
FINANCE							
Accounting (Public)	1,941	$28,350	$27,762	2.1%	$32,000	$28,500	$25,000
Accounting (Private)	584	26,051	25,588	1.8	31,200	27,000	20,000
Commercial Banking (Consumer)	117	23,825	22,255	7.1	30,000	24,000	16,000
Commercial Banking (Lending)	182	26,089	24,712	5.6	30,000	26,500	21,500
Investment Banking (Corporate Finance)	42	29,679	28,605	3.8	36,000	30,000	22,500
Investment Banking (Mergers & Acquisitions)	10	32,200	31,375	*	*	*	*
Investment Banking (Real Estate)	12	22,412	27,977	*	*	*	*
Investment Banking (Sales & Trading)	37	29,636	25,552	16.0	39,000	30,000	20,000
Financial/Treasury Analysis	323	28,199	27,695	1.8	34,000	28,500	21,000
Portfolio Management/Brokerage	53	23,982	23,398	2.5	30,000	24,000	18,000
Insurance (Underwriting)	92	24,922	24,297	2.6	30,000	25,500	20,000
Insurance (Claims)	80	22,842	23,154	-1.3	28,000	24,000	15,000
COMMUNICATIONS							
Design/Graphic Arts	40	20,831	18,810	10.7	28,000	20,000	16,640
Media Planning	22	21,309	21,009	1.4	25,000	21,000	17,000
Reporting	25	18,034	16,745	7.7	21,000	18,000	15,000
Production	33	21,740	20,819	4.4	28,000	22,500	15,000
Public Relations	53	21,376	20,880	2.4	30,000	21,000	14,560
Writing/Editing	32	22,039	23,090	-4.6	31,000	20,400	15,000
MARKETING							
Advertising	37	22,025	20,422	7.8	28,080	21,000	14,500
Brand/Product Management	103	25,524	25,662	-0.5	33,000	25,000	18,000
Buyer/Merchandising	239	24,541	23,578	4.1	29,000	24,000	21,000
Distribution	56	27,124	24,364	11.3	33,000	26,200	22,100
Market Research	61	25,178	24,561	2.5	34,000	24,000	18,000
Purchasing	13	24,387	26,364	*	*	*	*
Sales	889	25,637	24,841	3.2	33,500	26,000	17,292
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	45	21,854	22,054	-0.9	27,500	21,000	17,686
Finance, Taxation, Monetary Policy	79	24,914	24,193	3.0	29,868	25,400	19,600
Economic Programs	12	21,197	22,026	*	*	*	*
Law Enforcement	35	24,183	23,194	4.3	30,000	23,000	18,293
Military	53	24,924	24,634	1.2	30,797	24,000	18,057
National Security	5	29,760	27,874	*	*	*	*
Urban/Regional Planning	18	26,609	25,314	*	*	*	*
ENGINEERING							
Bioengineering	5	30,800	31,800	*	*	*	*
Design/Construct	642	30,859	31,374	-1.6	37,000	30,000	25,000
Environmental/Sanitation	112	31,339	31,200	0.4	40,080	30,771	24,000
Manufacturing/Industrial	594	34,807	34,529	0.8	39,500	35,020	29,530
Systems/Programming	167	32,803	32,385	1.3	37,700	33,600	27,000
Power Systems	130	34,206	34,043	0.5	37,200	35,100	29,508
Software Design & Development	219	34,053	33,536	1.5	38,400	35,000	28,000
Hardware Design & Development	194	35,712	34,108	4.7	38,400	36,000	32,500
Research & Development	142	34,895	35,434	-1.5	41,500	36,000	26,300
Testing	81	33,087	31,149	6.2	38,000	34,500	27,252
Process Engineering	418	39,203	39,071	0.3	42,500	40,500	35,000
Project Engineering	411	34,608	34,319	0.8	40,000	35,006	28,080
Other Engineering	1,042	33,857	33,361	1.5	39,300	34,800	28,000
HEALTH CARE							
Administrative	27	21,741	23,148	-6.1	30,220	20,000	14,560
Industrial Hygiene	2	25,035	19,444	*	*	*	*
Medical Technology	20	24,871	24,586	1.2	32,000	25,500	18,000
Nursing / Personal Care	138	31,592	31,538	0.2	40,000	30,493	23,500

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

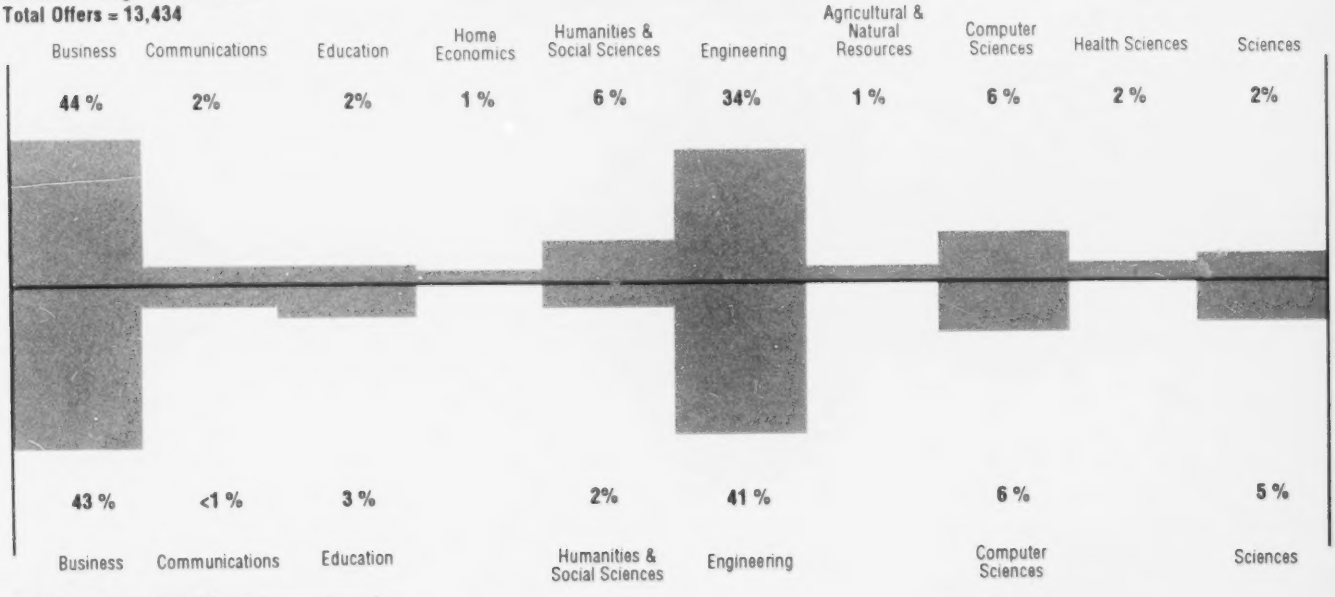
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	July 1993	July 1993	September 1992		90th	50th	10th
Continued . . .							
Occupational Therapy	11	$27,595	$29,845	*	*	*	*
Pharmacist	78	42,684	41,691	2.4%	$48,000	$43,000	$36,621
Physical Therapy	13	24,375	27,819	*	*	*	*
Respiratory Therapy	+	+	N/A	N/A			
Other Health Related	70	21,606	23,130	-6.6	30,000	21,240	13,000
SOCIAL SERVICES							
Administration	49	19,797	19,452	1.8	25,000	19,000	14,000
Counseling	69	19,540	17,791	9.8	30,000	18,000	13,100
Fundraising/Development	12	15,046	20,926	*	*	*	*
Social Work	43	19,035	18,025	5.6	23,000	19,000	15,300
COMPUTER SCIENCE							
Computer Programming	443	29,229	29,330	-0.3	35,000	30,000	22,500
Information Systems	302	30,361	29,169	4.1	35,000	31,000	24,500
Computer Systems Analyst	245	31,054	30,932	0.4	36,000	31,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	34	31,156	30,265	2.9	36,000	33,750	20,004
Agricultural/Natural Resources	57	20,810	21,286	-2.2	28,500	20,000	15,000
Architecture	18	21,427	23,392	*	*	*	*
Consulting	618	30,983	30,168	2.7	35,000	31,000	27,000
Human Resources/Industrial Relations	69	23,822	24,891	-4.3	32,200	23,500	16,000
Management Trainee	1,113	23,386	22,928	2.0	29,500	23,000	18,000
Mathematician/Statistician	12	25,167	25,373	*	*	*	*
Paralegal	20	21,280	20,693	2.8	25,000	21,300	18,000
Research (Nontechnical)	15	22,148	25,181	*	*	*	*
Research (Technical)	38	27,287	26,574	2.7	35,000	28,500	18,000
Teaching	438	20,363	21,093	-3.5	26,000	20,810	13,000
	13,434						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 13,434



Master's Degree Candidates (Inexperienced)
Total Offers = 1,523

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers July 1993	- Men - Average $ Offer July 1993	- Men - Average $ Offer September 1992	- Women - Number of Offers July 1993	- Women - Average $ Offer July 1993	- Women - Average $ Offer September 1992
Business						
Accounting	1,218	$27,917	$27,299	1,339	$27,646	$27,072
Business Administration (incl. Management Science)	463	24,965	25,165	440	23,920	23,398
Distribution Management	17	26,018	21,627	21	25,733	24,723
Economics & Finance (incl. Banking)	683	26,884	26,250	333	27,173	25,878
Hotel/Restaurant Management	38	21,514	21,407	48	19,807	20,671
Human Resources (incl. Labor Relations)	29	24,092	23,424	23	21,386	23,429
Management Information Systems	174	29,329	28,617	124	29,656	28,382
Marketing/Marketing Management (incl. Research)	489	25,104	24,424	467	24,150	23,347
Real Estate	5	22,457	20,273	8	29,788	21,625
Communications						
Advertising	12	24,342	22,067	21	20,347	20,434
Communications	63	23,140	22,320	106	21,038	20,587
Journalism	26	21,040	19,950	50	19,296	19,808
Telecommunications/Broadcasting	15	21,776	21,247	19	24,174	21,769
Education						
Elementary Education	24	20,628	21,841	209	20,053	20,570
Pre-Elementary Education	1	21,000	36,760	29	16,287	16,294
Physical Education	7	23,335	22,163	10	19,926	21,769
Special Education	5	22,383	19,850	46	21,195	21,413
Home Economics						
Human Ecology	10	20,541	23,400	36	20,542	18,269
Textiles & Clothing	5	27,200	26,329	35	21,443	21,971
Merchandising Management	3	24,333	24,000	12	20,617	19,725
Humanities & Social Sciences						
Foreign Languages	7	26,886	25,182	19	22,345	22,266
Letters	29	22,467	23,425	81	20,605	21,790
Visual & Performing Arts	20	20,119	22,932	32	21,010	20,010
Humanities-Other	27	26,961	24,240	44	23,447	21,676
Criminal Justice	25	22,338	21,798	9	19,722	18,460
History	40	23,468	22,822	22	22,066	22,864
Political Science/Government	76	25,138	23,410	49	23,925	22,573
Psychology	44	21,384	21,777	103	20,127	19,569
Sociology	19	23,353	23,486	25	19,979	19,017
Social Sciences-Other	63	24,742	23,149	73	20,342	20,593
Engineering						
Aerospace & Aeronautical	67	31,550	31,726	14	32,078	32,233
Agricultural	14	31,081	31,448	+	*	31,667
Architectural	21	28,714	29,421	8	28,065	28,818
Bioengineering & Biomedical	4	28,325	35,233	9	30,228	29,095
Chemical	330	39,429	39,212	278	40,125	39,187
Civil	425	29,274	29,297	89	29,045	29,749

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers July 1993	- Men - Average $ Offer July 1993	- Men - Average $ Offer September 1992	- Women - Number of Offers July 1993	- Women - Average $ Offer July 1993	- Women - Average $ Offer September 1992
Continued . . .						
Computer	302	$33,864	$32,821	35	$32,693	$32,959
Electrical	844	34,077	33,645	164	35,002	34,262
Environmental Engineering	5	31,483	30,383	1	32,000	31,944
Industrial	229	32,509	32,075	152	33,408	32,831
Mechanical	993	34,271	34,280	208	35,799	35,328
Metallurgical	63	33,517	33,275	24	35,282	34,249
Mining	28	31,696	31,798	10	32,140	30,048
Nuclear	11	35,041	34,223	2	32,500	35,900
Petroleum	35	38,120	40,673	4	42,900	40,726
Textile	1	37,500	30,917	3	36,933	36,650
Engineering Technology	112	28,393	31,311	8	26,409	29,697
Industrial Technology	7	30,214	26,052	5	28,722	34,926
Agriculture & Natural Resources						
Agribusiness	29	22,257	23,371	8	23,250	23,525
Animal Sciences	16	20,842	21,738	8	20,550	19,004
Plant Sciences	2	22,500	20,833	1	30,000	24,783
Natural Resources	16	21,519	22,212	3	17,369	19,800
Other Agricultural Sciences	11	25,455	22,679	9	26,018	21,607
Computer Sciences						
Computer Science	444	31,351	30,603	146	30,718	30,263
Computer Programming	27	30,584	31,213	9	29,767	29,900
Information Sciences & Systems	90	29,464	28,822	42	29,386	29,207
Systems Analysis	2	33,570	31,041	2	31,360	28,785
Health Sciences						
Allied Health	9	26,916	31,412	27	26,498	30,397
Health Sciences	8	25,821	27,066	22	21,777	22,527
Nursing	7	36,964	33,062	126	31,594	31,615
Pharmacy	22	45,447	41,647	55	41,736	41,527
Sciences						
Actuarial	18	33,940	33,218	6	31,028	28,855
Architectural & Environmental Design	28	23,613	25,204	8	23,863	20,409
Biological	27	20,987	22,760	32	23,040	20,862
Chemistry	24	29,823	27,128	23	29,442	28,033
Geological	7	28,400	26,988	1	24,960	24,421
Mathematics (incl. Statistics)	32	27,900	30,174	58	25,107	26,318
Physics	10	22,728	29,553	+	*	24,750
Other Physical & Earth Sciences	8	23,905	26,120	7	20,205	20,647
Textile Science	16	29,282	30,555	13	28,192	31,696
	7,981			5,453		

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers	- MEN - Average $ Offer		- WOMEN - Number of Offers	- WOMEN - Average $ Offer	
	July 1993	July 1993	September 1992	July 1993	July 1993	September 1992
FINANCE						
Accounting (Public)	948	$28,501	$27,820	993	$28,205	$27,706
Accounting (Private)	243	26,170	25,732	341	25,966	25,489
Commercial Banking (Consumer)	54	23,533	22,950	63	24,074	21,554
Commercial Banking (Lending)	125	26,555	24,789	57	25,068	24,584
Investment Banking (Corporate Finance)	35	29,814	28,657	7	29,000	28,498
Investment Banking (Mergers & Acquisitions)	5	34,100	31,375	5	30,300	N/A
Investment Banking (Real Estate)	3	25,500	31,063	9	21,382	23,040
Investment Banking (Sales & Trading)	25	29,740	26,792	12	29,421	23,569
Financial/Treasury Analysis	196	27,831	28,582	127	28,768	26,300
Portfolio Management/Brokerage	37	23,380	24,164	16	25,375	22,291
Insurance (Underwriting)	48	25,512	24,744	44	24,280	23,837
Insurance (Claims)	46	24,193	24,201	34	21,014	22,125
COMMUNICATIONS						
Design/Graphic Arts	14	20,277	21,435	26	21,128	17,390
Media Planning	8	23,000	22,679	14	20,343	20,214
Reporting	13	18,268	17,975	12	17,780	16,016
Production	16	22,526	22,843	17	21,000	17,940
Public Relations	17	21,702	22,122	36	21,222	20,345
Writing/Editing	11	21,751	21,708	21	22,190	23,467
MARKETING						
Advertising	13	25,952	21,957	24	19,898	19,485
Brand/Product Management	55	25,919	27,443	48	25,071	23,910
Buyer/Merchandising	82	25,580	24,881	157	23,999	22,776
Distribution	30	27,693	23,877	26	26,467	25,279
Market Research	27	26,893	26,205	34	23,816	23,534
Purchasing	6	21,800	28,486	7	26,605	24,006
Sales	596	26,260	25,485	293	24,369	23,937
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	14	23,731	22,576	31	21,007	21,703
Finance, Taxation, Monetary Policy	44	24,792	24,346	35	25,068	24,058
Economic Programs	5	22,342	22,481	7	20,379	21,700
Law Enforcement	24	24,268	23,836	11	23,996	21,438
Military	45	25,227	24,758	8	23,223	23,685
National Security	5	29,760	29,821	+	*	24,953
Urban/Regional Planning	14	28,704	25,525	4	19,277	24,417
ENGINEERING						
Bioengineering	5	30,800	28,500	+	*	35,100
Design/Construct	545	30,720	31,246	97	31,643	31,980
Environmental/Sanitation	80	30,812	30,736	32	32,656	32,047
Manufacturing/Industrial	431	34,574	34,337	163	35,422	35,152
Systems/Programming	136	32,696	32,137	31	33,273	33,236
Power Systems	106	34,099	33,853	24	34,679	34,603
Software Design & Development	190	34,205	33,494	29	33,060	33,747
Hardware Design & Development	167	35,743	34,372	27	35,522	32,844
Research & Development	96	34,543	35,004	46	35,631	36,368
Testing	63	33,245	30,718	18	32,534	32,474
Process Engineering	248	38,739	38,960	170	39,880	39,285
Project Engineering	338	34,441	34,219	73	35,382	34,847
Other Engineering	796	33,535	33,217	246	34,899	33,789
HEALTH CARE						
Administrative	9	27,556	22,900	18	18,833	23,212
Industrial Hygiene	2	25,035	19,444	+	*	N/A
Medical Technology	4	30,312	30,410	16	23,511	22,922
Nursing / Personal Care	7	34,393	32,256	131	31,443	31,474

N/A - No historic data
* Not computed for fewer than 20

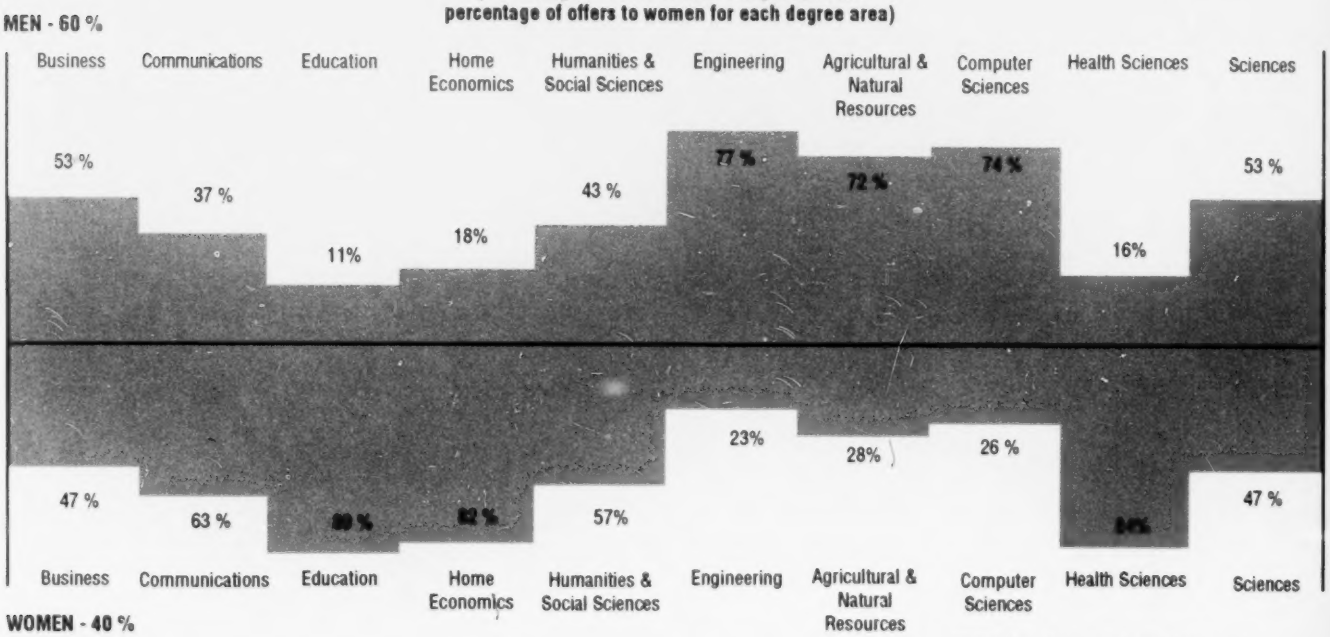
Continued . . .

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers July 1993	- MEN - Average $ Offer July 1993	- MEN - Average $ Offer September 1992	- WOMEN - Number of Offers July 1993	- WOMEN - Average $ Offer July 1993	- WOMEN - Average $ Offer September 1992
Continued . . .						
Occupational Therapy	1	$12,000	$32,678	10	$29,154	$29,294
Pharmacist	22	45,447	42,335	56	41,598	41,393
Physical Therapy	7	26,340	30,167	6	22,083	26,991
Respiratory Therapy	+	*	N/A	+	*	N/A
Other Health Related	17	24,051	24,869	53	20,822	22,662
SOCIAL SERVICES						
Administration	13	20,537	20,829	36	19,529	18,987
Counseling	24	22,632	20,306	45	17,890	16,824
Fundraising/Development	4	13,375	23,500	8	15,881	20,540
Social Work	10	20,758	20,334	33	18,513	17,370
COMPUTER SCIENCE						
Computer Programming	311	29,432	29,610	132	28,752	28,616
Information Systems	185	30,246	29,315	117	30,542	28,864
Systems Analysis & Design	178	31,072	31,052	67	31,008	30,659
OTHER FUNCTIONAL AREAS						
Actuarial	21	32,045	32,185	13	29,720	28,191
Agricultural/Natural Resources	50	21,313	21,763	7	17,215	20,047
Architecture	13	20,345	24,437	5	24,240	20,650
Consulting	401	31,321	30,471	217	30,358	29,605
Human Resources/Industrial Relations	19	27,229	26,542	50	22,527	24,014
Management Trainee	569	24,153	23,639	544	22,582	22,115
Mathematician/Statistician	4	21,550	26,399	8	26,975	23,921
Paralegal	5	20,600	22,245	15	21,507	20,215
Research (Nontechnical)	4	20,555	29,725	11	22,727	19,500
Research (Technical)	21	26,740	27,819	17	27,962	24,742
Teaching	75	21,478	22,024	363	20,133	20,869
	7,981			5,453		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
PUBLIC ACCOUNTING	1877	$ 28,441	$ 32,000	$ 25,000
ADVERTISING	2	20,000	*	*
BANKING (COMMERCIAL)	64	25,814	29,500	21,000
BANKING (INVESTMENT)	13	28,692	*	*
COMMUNICATION SERVICES	17	29,192	*	*
COMPUTER SOFTWARE / DATA PROCESSING	11	27,369	*	*
CONSULTING SERVICES	18	26,247	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	6	27,017	*	*
FINANCE	54	25,708	32,000	19,860
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	7	26,314	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	9	25,444	*	*
INSURANCE	39	24,730	28,000	17,500
LEGAL SERVICES	1	27,000	*	*
MERCHANDISING	32	22,366	28,000	17,000
PERSONNEL SUPPLY SERVICES	1	12,000	*	*
PROTECTIVE SERVICES	1	14,400	*	*
PUBLISHING	6	20,467	*	*
REAL ESTATE	11	28,011	*	*
TRANSPORTATION	12	25,333	*	*
UTILITIES	18	24,973	*	*
EDUCATION	6	19,699	*	*
FEDERAL GOVERNMENT	36	24,077	26,000	22,000
LOCAL/STATE GOVERNMENT	41	23,584	27,866	19,600
HOSPITALS	5	20,348	*	*
HEALTH SERVICES	10	21,752	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	21,000	*	*
SOCIAL SERVICES	3	16,333	*	*
OTHER NONPROFIT EMPLOYERS	3	21,000	*	*
AEROSPACE	10	27,340	*	*
AGRIBUSINESS & PRODUCTS	7	29,771	*	*
AUTOMOTIVE & MECHANICAL	7	26,206	*	*
BUILDING MATERIALS & CONSTRUCTION	7	27,030	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	22	30,885	34,800	28,800
COMPUTERS & BUSINESS	28	28,202	34,700	24,000
ELECTRICAL & ELECTRONIC EQUIPMENT	25	28,036	31,000	25,000
FOOD & BEVERAGE	21	28,238	31,500	23,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	4	31,875	*	*
METALS & METAL PRODUCTS	7	27,606	*	*
MINING	2	26,650	*	*
PACKAGING & ALLIED PRODUCTS	9	27,451	*	*
PAPER & WOOD PRODUCTS	15	28,073	*	*
PETROLEUM	32	$29,023	$31,000	$27,000
PRINTING	3	23,683	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	30,000	*	*
TEXTILES & APPAREL	3	29,667	*	*
WIDELY DIVERSIFIED	7	29,500	*	*
OTHER EMPLOYERS	43	23,978	28,600	17,680
BUSINESS ADMINISTRATION				
PUBLIC ACCOUNTING	26	25,500	32,000	17,500
ADVERTISING	4	14,025	*	*
BANKING (COMMERCIAL)	63	23,670	29,500	18,696
BANKING (INVESTMENT)	9	27,667	*	*
COMMUNICATION SERVICES	12	26,908	*	*
COMPUTER SOFTWARE / DATA PROCESSING	12	25,233	*	*
CONSULTING SERVICES	68	29,772	35,000	26,500
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	23,500	*	*
FINANCE	49	25,650	33,000	19,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	13	22,654	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	8	21,650	*	*
INSURANCE	77	24,579	28,440	20,000
LEGAL SERVICES	1	30,000	*	*
MERCHANDISING	271	22,451	26,000	18,000
PERSONNEL SUPPLY SERVICES	3	20,987	*	*
PUBLISHING	2	20,450	*	*
REAL ESTATE	5	21,320	*	*
RESEARCH ORGANIZATIONS	2	21,500	*	*
TRANSPORTATION	22	21,933	24,000	18,000
UTILITIES	4	25,825	*	*
EDUCATION	4	21,125	*	*
FEDERAL GOVERNMENT	23	24,315	27,830	22,000
LOCAL/STATE GOVERNMENT	12	23,330	*	*
HOSPITALS	12	24,725	*	*
HEALTH SERVICES	8	24,750	*	*
MEMBERSHIP/RELIGIOUS	2	12,563	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	22,500	*	*
SOCIAL SERVICES	2	16,000	*	*
OTHER NONPROFIT EMPLOYERS	2	18,320	*	*
AEROSPACE	7	29,071	*	*
AGRIBUSINESS & PRODUCTS	4	24,250	*	*
AUTOMOTIVE & MECHANICAL	12	28,793	*	*
BUILDING MATERIALS & CONSTRUCTION	11	23,545	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	22	29,527	33,000	24,000
COMPUTERS & BUSINESS MACHINES	15	$27,738	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	14	26,155	*	*
FOOD & BEVERAGE	25	28,878	$35,000	$24,000
METALS & METAL PRODUCTS	7	23,271	*	*
PACKAGING & ALLIED PRODUCTS	3	21,667	*	*
PAPER & WOOD PRODUCTS	5	28,340	*	*
PRINTING	4	21,509	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	25,000	*	*
TEXTILES & APPAREL	8	26,575	*	*
WIDELY DIVERSIFIED	3	22,513	*	*
OTHER EMPLOYERS	44	23,315	27,000	18,000
DISTRIBUTION MANAGEMENT				
BANKING (INVESTMENT)	1	24,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	2	29,750	*	*
FINANCE	1	22,000	*	*
MERCHANDISING	14	24,857	*	*
PERSONNEL SUPPLY SERVICES	1	21,000	*	*
RESEARCH ORGANIZATIONS	1	28,500	*	*
TRANSPORTATION	5	24,280	*	*
UTILITIES	3	24,667	*	*
FEDERAL GOVERNMENT	2	22,200	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	29,250	*	*
COMPUTERS & BUSINESS MACHINES	1	39,000	*	*
METALS & METAL PRODUCTS	1	26,000	*	*
PETROLEUM	1	31,500	*	*
TEXTILES & APPAREL	1	26,400	*	*
ECONOMICS & FINANCE				
PUBLIC ACCOUNTING	47	29,337	32,500	28,000
ADVERTISING	1	25,000	*	*
ARCHITECTURAL SERVICES	1	29,000	*	*
BANKING (COMMERCIAL)	216	26,042	30,000	21,000
BANKING (INVESTMENT)	60	30,151	36,000	21,000
COMMUNICATION SERVICES	4	28,100	*	*
COMPUTER SOFTWARE / DATA PROCESSING	17	26,794	*	*
CONSULTING SERVICES	121	30,241	35,000	26,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	5	31,100	*	*
FINANCE	131	26,494	33,000	20,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	6	23,767	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	7	23,271	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Economics & Finance (cont.)				
INSURANCE	72	$25,654	$30,060	$20,000
LEGAL SERVICES	3	27,833	*	*
MERCHANDISING	76	24,115	28,000	20,000
PERSONNEL SUPPLY SERVICES	3	25,667	*	*
PROTECTIVE SERVICES	1	17,000	*	*
PUBLISHING	2	23,500	*	*
REAL ESTATE	13	24,051	*	*
RESEARCH ORGANIZATIONS	3	26,667	*	*
TRANSPORTATION	12	24,075	*	*
UTILITIES	5	26,160	*	*
EDUCATION	4	19,988	*	*
FEDERAL GOVERNMENT	31	24,732	29,868	21,906
LOCAL/STATE GOVERNMENT	3	19,167	*	*
HOSPITALS	1	25,800	*	*
HEALTH SERVICES	4	25,750	*	*
MEMBERSHIP/RELIGIOUS	4	18,750	*	*
AEROSPACE	1	27,000	*	*
AGRIBUSINESS & PRODUCTS	5	28,900	*	*
AUTOMOTIVE & MECHANICAL	9	28,622	*	*
BUILDING MATERIALS & CONSTRUCTION	3	24,200	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	18	30,481	*	*
COMPUTERS & BUSINESS MACHINES	20	27,244	34,500	18,000
ELECTRICAL & ELECTRONIC EQUIPMENT	16	29,723	*	*
FOOD & BEVERAGE	10	26,550	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	19,600	*	*
METALS & METAL PRODUCTS	4	25,875	*	*
MINING	2	25,500	*	*
PACKAGING & ALLIED PRODUCTS	3	30,017	*	*
PAPER & WOOD PRODUCTS	11	30,673	*	*
PETROLEUM	14	30,733	*	*
PRINTING	2	27,500	*	*
RUBBER PRODUCTS	1	20,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	4	30,875	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	30,600	*	*
WIDELY DIVERSIFIED	6	28,983	*	*
OTHER EMPLOYERS	31	24,826	28,500	20,000
HOTEL/RESTAURANT MANAGEMENT				
COMPUTER SOFTWARE / DATA PROCESSING	1	24,000	*	*
FINANCE	1	16,600	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	11	19,382	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	57	19,887	24,000	15,000
MERCHANDISING	4	21,760	*	*
REAL ESTATE	1	22,000	*	*
TRANSPORTATION	4	23,125	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HOSPITALS	1	$24,500	*	*
MEMBERSHIP/RELIGIOUS	1	24,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	26,000	*	*
FOOD & BEVERAGE	2	22,200	*	*
PETROLEUM	2	30,250	*	*
HUMAN RESOURCES				
BANKING (COMMERCIAL)	1	15,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	16,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	16,000	*	*
INSURANCE	4	20,335	*	*
MERCHANDISING	13	21,538	*	*
RESEARCH ORGANIZATIONS	1	16,000	*	*
TRANSPORTATION	2	22,500	*	*
EDUCATION	1	12,000	*	*
FEDERAL GOVERNMENT	4	26,796	*	*
HEALTH SERVICES	3	20,467	*	*
SOCIAL SERVICES	1	14,000	*	*
OTHER NONPROFIT EMPLOYERS	1	26,000	*	*
AEROSPACE	1	60,000	*	*
AGRIBUSINESS & PRODUCTS	1	25,000	*	*
AUTOMOTIVE & MECHANICAL	1	20,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	22,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	27,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	22,356	*	*
FOOD & BEVERAGE	3	27,700	*	*
METALS & METAL PRODUCTS	1	30,000	*	*
PAPER & WOOD PRODUCTS	2	20,000	*	*
TEXTILES & APPAREL	3	28,000	*	*
WIDELY DIVERSIFIED	1	30,000	*	*
OTHER EMPLOYERS	2	17,400	*	*
MANAGEMENT INFORMATION SYSTEMS				
PUBLIC ACCOUNTING	14	31,400	*	*
ADVERTISING	1	25,000	*	*
BANKING (COMMERCIAL)	4	26,300	*	*
BANKING (INVESTMENT)	1	30,000	*	*
COMMUNICATION SERVICES	19	30,258	*	*
COMPUTER SOFTWARE / DATA PROCESSING	58	27,658	$34,200	$21,000
CONSULTING SERVICES	60	30,772	33,000	28,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	35,000	*	*
FINANCE	12	27,292	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	25,000	*	*
INSURANCE	21	29,047	31,000	28,500
LEGAL SERVICES	1	28,500	*	*
MERCHANDISING	7	25,000	*	*
PUBLISHING	1	26,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
RESEARCH ORGANIZATIONS	3	$27,667	*	*
TRANSPORTATION	3	28,833	*	*
UTILITIES	7	29,946	*	*
FEDERAL GOVERNMENT	5	23,340	*	*
LOCAL/STATE GOVERNMENT	4	22,703	*	*
HOSPITALS	1	29,400	*	*
HEALTH SERVICES	3	43,767	*	*
SOCIAL SERVICES	1	25,000	*	*
AEROSPACE	1	31,000	*	*
AGRIBUSINESS & PRODUCTS	8	30,375	*	*
BUILDING MATERIALS & CONSTRUCTION	1	21,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	35,733	*	*
COMPUTERS & BUSINESS MACHINES	15	32,578	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	15	30,780	*	*
FOOD & BEVERAGE	2	25,500	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,000	*	*
PAPER & WOOD PRODUCTS	2	31,200	*	*
PETROLEUM	10	31,400	*	*
PRINTING	1	27,000	*	*
OTHER EMPLOYERS	10	27,909	*	*
MARKETING/MARKETING MANAGEMENT				
PUBLIC ACCOUNTING	3	28,999	*	*
ADVERTISING	13	22,038	*	*
BANKING (COMMERCIAL)	34	23,965	$28,500	$20,000
BANKING (INVESTMENT)	4	31,250	*	*
COMMUNICATION SERVICES	18	22,211	*	*
COMPUTER SOFTWARE / DATA PROCESSING	38	23,834	29,000	18,000
CONSULTING SERVICES	22	27,350	32,000	24,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	30,000	*	*
FINANCE	26	23,602	27,040	18,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	10	21,899	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	7	18,777	*	*
INSURANCE	45	25,159	31,512	20,000
LEGAL SERVICES	2	18,000	*	*
MERCHANDISING	331	23,299	28,000	18,000
PERSONNEL SUPPLY SERVICES	6	20,833	*	*
PUBLISHING	8	27,114	*	*
REAL ESTATE	1	25,000	*	*
RESEARCH ORGANIZATIONS	12	23,977	*	*
TRANSPORTATION	31	24,552	28,000	19,200
UTILITIES	1	30,000	*	*
EDUCATION	1	22,500	*	*
FEDERAL GOVERNMENT	10	23,654	*	*
LOCAL/STATE GOVERNMENT	1	27,000	*	*
HOSPITALS	2	25,354	*	*
HEALTH SERVICES	2	22,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Marketing (cont.)				
MEMBERSHIP/RELIGIOUS	1	$15,000	*	*
SOCIAL SERVICES	4	26,875	*	*
OTHER NONPROFIT EMPLOYERS	3	25,733	*	*
AEROSPACE	1	25,000	*	*
AGRIBUSINESS & PRODUCTS	6	25,850	*	*
AUTOMOTIVE & MECHANICAL	25	30,799	$34,040	$25,500
BUILDING MATERIALS & CONSTRUCTION	9	21,200	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	26	27,808	32,800	19,800
COMPUTERS & BUSINESS MACHINES	30	26,290	30,600	18,000
ELECTRICAL & ELECTRONIC EQUIPMENT	13	26,785	*	*
FOOD & BEVERAGE	68	27,764	32,000	25,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	9	27,033	*	*
METALS & METAL PRODUCTS	3	25,165	*	*
PACKAGING & ALLIED PRODUCTS	2	29,754	*	*
PAPER & WOOD PRODUCT	9	26,867	*	*
PETROLEUM	3	28,500	*	*
PRINTING	8	21,250	*	*
RUBBER PRODUCTS	2	26,200	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	8	30,825	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	2	32,000	*	*
TEXTILES & APPAREL	6	26,083	*	*
WIDELY DIVERSIFIED	16	25,044	*	*
OTHER EMPLOYERS	73	23,948	30,000	18,000
REAL ESTATE				
PUBLIC ACCOUNTING	1	35,000	*	*
BANKING (INVESTMENT)	1	36,500	*	*
CONSULTING SERVICES	2	33,500	*	*
PROTECTIVE SERVICES	1	30,000	*	*
REAL ESTATE	6	24,633	*	*
FEDERAL GOVERNMENT	1	17,686	*	*
LOCAL/STATE GOVERNMENT	1	16,630	*	*
ADVERTISING				
ADVERTISING	15	22,620	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	21,600	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	21,996	*	*
INSURANCE	2	30,500	*	*
PUBLISHING	5	19,400	*	*
HOSPITALS	3	15,000	*	*
HEALTH SERVICES	1	21,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	28,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	21,000	*	*
PAPER & WOOD PRODUCTS	1	17,000	*	*
PRINTING	1	$23,000	*	*
OTHER EMPLOYERS	1	23,000	*	*
COMMUNICATIONS				
ADVERTISING	6	19,333	*	*
BANKING (COMMERCIAL)	3	24,000	*	*
COMMUNICATION SERVICES	13	19,479	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	18,000	*	*
CONSULTING SERVICES	4	20,000	*	*
FINANCE	2	18,500	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	4	20,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	3	21,833	*	*
INSURANCE	11	21,522	*	*
MERCHANDISING	39	22,729	$25,000	$20,000
PERSONNEL SUPPLY SERVICES	1	20,000	*	*
PUBLISHING	8	19,065	*	*
TRANSPORTATION	9	22,111	*	*
UTILITIES	1	31,000	*	*
EDUCATION	4	21,004	*	*
FEDERAL GOVERNMENT	6	22,500	*	*
LOCAL/STATE GOVERNMENT	3	20,562	*	*
HOSPITALS	2	17,232	*	*
HEALTH SERVICES	2	21,800	*	*
MEMBERSHIP/RELIGIOUS	1	18,000	*	*
SOCIAL SERVICES	5	19,560	*	*
OTHER NONPROFIT EMPLOYERS	3	18,667	*	*
AUTOMOTIVE & MECHANICAL	2	25,250	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	6	28,217	*	*
COMPUTERS & BUSINESS MACHINES	2	21,500	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	23,333	*	*
FOOD & BEVERAGE	3	26,963	*	*
METALS & METAL PRODUCTS	1	25,992	*	*
PAPER & WOOD PRODUCTS	3	22,967	*	*
PRINTING	1	18,000	*	*
RUBBER PRODUCTS	1	24,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	31,000	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	18,000	*	*
TEXTILES & APPAREL	2	21,650	*	*
WIDELY DIVERSIFIED	1	22,200	*	*
OTHER EMPLOYERS	11	22,253	*	*
JOURNALISM				
ADVERTISING	7	21,400	*	*
BANKING (COMMERCIAL)	2	31,500	*	*
BANKING (INVESTMENT)	1	18,000	*	*
COMMUNICATION SERVICES	11	18,242	*	*
CONSULTING SERVICES	2	24,000	*	*
INSURANCE	2	20,250	*	*
MERCHANDISING	19	$21,553	*	*
PUBLISHING	11	16,258	*	*
RESEARCH ORGANIZATIONS	1	16,000	*	*
EDUCATION	4	18,200	*	*
HEALTH SERVICES	2	15,280	*	*
MEMBERSHIP/RELIGIOUS	2	23,250	*	*
SOCIAL SERVICES	3	18,333	*	*
OTHER NONPROFIT EMPLOYERS	2	25,000	*	*
PACKAGING & ALLIED PRODUCTS	1	12,000	*	*
PAPER & WOOD PRODUCTS	1	28,900	*	*
OTHER EMPLOYERS	5	18,360	*	*
TELECOMMUNICATIONS/BROADCASTING				
ADVERTISING	2	19,790	*	*
COMMUNICATION SERVICES	10	19,446	*	*
COMPUTER SOFTWARE / DATA PROCESSING	3	26,167	*	*
CONSULTING SERVICES	1	29,900	*	*
INSURANCE	3	25,333	*	*
MERCHANDISING	7	22,857	*	*
FOOD & BEVERAGE	5	28,400	*	*
TEXTILES & APPAREL	1	36,000	*	*
OTHER EMPLOYERS	2	14,750	*	*
ELEMENTARY EDUCATION				
FINANCE	1	23,500	*	*
MERCHANDISING	3	22,533	*	*
PERSONNEL SUPPLY SERVICES	1	18,720	*	*
TRANSPORTATION	1	18,900	*	*
EDUCATION	213	19,973	$25,200	$13,000
LOCAL/STATE GOVERNMENT	5	26,764	*	*
HOSPITALS	1	15,600	*	*
HEALTH SERVICES	3	19,160	*	*
MEMBERSHIP/RELIGIOUS	1	28,080	*	*
SOCIAL SERVICES	3	16,025	*	*
OTHER EMPLOYERS	1	20,000	*	*
PRE-ELEMENTARY EDUCATION				
MERCHANDISING	1	11,440	*	*
EDUCATION	18	18,015	*	*
MEMBERSHIP/RELIGIOUS	1	10,400	*	*
SOCIAL SERVICES	9	14,913	*	*
OTHER NONPROFIT EMPLOYERS	1	13,000	*	*
PHYSICAL EDUCATION				
EDUCATION	13	21,277	*	*
LOCAL/STATE GOVERNMENT	1	24,000	*	*
HEALTH SERVICES	1	13,000	*	*
OTHER NONPROFIT EMPLOYERS	1	25,000	*	*
OTHER EMPLOYERS	1	24,000	*	*
SPECIAL EDUCATION				
EDUCATION	48	21,292	26,200	15,500
HOSPITALS	1	32,000	*	*
HEALTH SERVICES	2	16,426	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HUMAN ECOLOGY (HOME ECONOMICS)				
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	8	$22,638	*	*
MERCHANDISING	9	23,333	*	*
REAL ESTATE	1	11,136	*	*
TRANSPORTATION	1	21,000	*	*
EDUCATION	4	18,879	*	*
HOSPITALS	3	24,263	*	*
HEALTH SERVICES	1	19,000	*	*
MEMBERSHIP/RELIGIOUS	2	16,575	*	*
SOCIAL SERVICES	11	17,838	*	*
OTHER NONPROFIT EMPLOYERS	3	18,160	*	*
COMPUTERS & BUSINESS MACHINES	1	29,532	*	*
TEXTILES & APPAREL	1	20,000	*	*
OTHER EMPLOYERS	1	21,000	*	*
TEXTILES & CLOTHING				
MERCHANDISING	30	21,098	$25,000	$17,000
COMPUTERS & BUSINESS MACHINES	2	26,500	*	*
TEXTILES & APPAREL	8	25,071	*	*
MERCHANDISING MANAGEMENT				
BANKING (COMMERCIAL)	1	14,000	*	*
MERCHANDISING	14	21,886	*	*
FOREIGN LANGUAGES				
ADVERTISING	1	24,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	20,000	*	*
CONSULTING SERVICES	2	24,500	*	*
FINANCE	1	34,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	23,000	*	*
INSURANCE	1	20,000	*	*
MERCHANDISING	5	20,500	*	*
EDUCATION	6	24,177	*	*
FEDERAL GOVERNMENT	1	23,000	*	*
LOCAL/STATE GOVERNMENT	1	27,000	*	*
OTHER NONPROFIT EMPLOYERS	1	16,000	*	*
AUTOMOTIVE & MECHANICAL	2	26,100	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	28,000	*	*
OTHER EMPLOYERS	2	24,500	*	*
LETTERS (ENGLISH)				
PUBLIC ACCOUNTING	1	24,000	*	*
ADVERTISING	1	16,000	*	*
BANKING (COMMERCIAL)	8	22,000	*	*
BANKING (INVESTMENT)	2	31,750	*	*
COMMUNICATION SERVICES	2	20,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING)	2	30,400	*	*
CONSULTING SERVICES	3	25,633	*	*
FINANCE	1	30,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	2	$17,250	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	18,000	*	*
INSURANCE	9	22,447	*	*
LEGAL SERVICES	1	18,000	*	*
MERCHANDISING	11	19,773	*	*
PROTECTIVE SERVICES	2	19,250	*	*
PUBLISHING	10	17,492	*	*
REAL ESTATE	2	11,200	*	*
TRANSPORTATION	2	19,800	*	*
EDUCATION	21	19,717	$24,040	$14,000
FEDERAL GOVERNMENT	1	22,000	*	*
HOSPITALS	1	11,440	*	*
HEALTH SERVICES	1	13,000	*	*
MEMBERSHIP/RELIGIOUS	1	19,000	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	2	17,000	*	*
SOCIAL SERVICES	2	16,000	*	*
OTHER NONPROFIT EMPLOYERS	1	21,000	*	*
AUTOMOTIVE & MECHANICAL	2	29,200	*	*
BUILDING MATERIALS & CONSTRUCTION	3	21,667	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	30,167	*	*
COMPUTERS & BUSINESS MACHINES	1	25,000	*	*
TEXTILES & APPAREL	2	29,000	*	*
WIDELY DIVERSIFIED	1	18,000	*	*
OTHER EMPLOYERS	7	23,929	*	*
VISUAL & PERFORMING ARTS				
ADVERTISING	4	16,780	*	*
ARCHITECTURAL SERVICES	1	19,000	*	*
CONSULTING SERVICES	1	35,000	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	1	12,000	*	*
INSURANCE	1	23,800	*	*
MERCHANDISING	4	18,140	*	*
PERSONNEL SUPPLY SERVICES	1	16,000	*	*
PUBLISHING	2	21,480	*	*
RESEARCH ORGANIZATIONS	2	25,000	*	*
EDUCATION	16	22,173	*	*
LOCAL/STATE GOVERNMENT	1	21,300	*	*
HEALTH SERVICES	1	12,680	*	*
MEMBERSHIP/RELIGIOUS	1	28,000	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	2	17,900	*	*
SOCIAL SERVICES	2	19,500	*	*
BUILDING MATERIALS & CONSTRUCTION	2	24,250	*	*
PRINTING	1	14,560	*	*
TEXTILES & APPAREL	2	21,000	*	*
WIDELY DIVERSIFIED	3	21,833	*	*
OTHER EMPLOYERS	4	18,535	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HUMANITIES - OTHER				
BANKING (COMMERCIAL)	2	$19,000	*	*
COMMUNICATION SERVICES	1	52,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	3	26,619	*	*
FINANCE	2	28,836	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	3	19,333	*	*
INSURANCE	2	23,250	*	*
LEGAL SERVICES	3	23,000	*	*
MERCHANDISING	17	22,012	*	*
PERSONNEL SUPPLY SERVICES	1	15,000	*	*
PUBLISHING	2	21,000	*	*
REAL ESTATE	1	28,000	*	*
TRANSPORTATION	1	22,000	*	*
EDUCATION	7	24,614	*	*
FEDERAL GOVERNMENT	3	33,667	*	*
LOCAL/STATE GOVERNMENT	4	34,090	*	*
HOSPITALS	1	23,000	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	21,396	*	*
SOCIAL SERVICES	1	29,244	*	*
OTHER NONPROFIT EMPLOYERS	1	18,000	*	*
AUTOMOTIVE & MECHANICAL	2	35,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	20,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	23,800	*	*
COMPUTERS & BUSINESS MACHINES	1	14,400	*	*
FOOD & BEVERAGE	1	27,500	*	*
PETROLEUM	2	28,240	*	*
WIDELY DIVERSIFIED	2	19,998	*	*
OTHER EMPLOYERS	5	24,580	*	*
CRIMINAL JUSTICE				
BANKING (COMMERCIAL)	1	20,000	*	*
CONSULTING SERVICES	1	28,500	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	1	30,000	*	*
INSURANCE	1	20,000	*	*
MERCHANDISING	5	18,688	*	*
PERSONNEL SUPPLY SERVICES	1	21,000	*	*
PROTECTIVE SERVICES	5	20,241	*	*
TRANSPORTATION	1	21,000	*	*
FEDERAL GOVERNMENT	2	23,000	*	*
LOCAL/STATE GOVERNMENT	10	23,180	*	*
SOCIAL SERVICES	4	22,000	*	*
AUTOMOTIVE & MECHANICAL	1	23,000	*	*
OTHER EMPLOYERS	1	12,000	*	*
HISTORY				
BANKING (COMMERCIAL)	4	23,876	*	*
BANKING (INVESTMENT)	1	36,000	*	*
CONSULTING SERVICES	6	28,500	*	*
FINANCE	3	35,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
History (cont.)				
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	3	$22,083	*	*
INSURANCE	5	18,400	*	*
LEGAL SERVICES	4	22,000	*	*
MERCHANDISING	3	14,167	*	*
PUBLISHING	1	20,800	*	*
REAL ESTATE	1	16,000	*	*
UTILITIES	1	21,800	*	*
EDUCATION	10	20,020	*	*
FEDERAL GOVERNMENT	6	24,850	*	*
SOCIAL SERVICES	4	22,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	25,000	*	*
COMPUTERS & BUSINESS MACHINES	1	27,000	*	*
METALS & METAL PRODUCTS	1	28,800	*	*
PAPER & WOOD PRODUCTS	1	29,000	*	*
PRINTING	1	15,000	*	*
TEXTILES & APPAREL	1	22,100	*	*
WIDELY DIVERSIFIED	1	22,000	*	*
OTHER EMPLOYERS	3	19,200	*	*
POLITICAL SCIENCE/GOVERNMENT				
PUBLIC ACCOUNTING	1	25,500	*	*
ARCHITECTURAL SERVICES	1	32,000	*	*
BANKING (COMMERCIAL)	3	29,667	*	*
BANKING (INVESTMENT)	6	30,333	*	*
COMPUTER SOFTWARE / DATA PROCESSING	3	19,400	*	*
CONSULTING SERVICES	16	29,100	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	35,250	*	*
FINANCE	7	27,843	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	1	18,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	21,000	*	*
INSURANCE	10	22,806	*	*
LEGAL SERVICES	5	22,520	*	*
MERCHANDISING	14	22,154	*	*
PROTECTIVE SERVICES	2	20,847	*	*
PUBLISHING	2	22,000	*	*
RESEARCH ORGANIZATIONS	3	24,333	*	*
TRANSPORTATION	3	20,200	*	*
EDUCATION	7	25,196	*	*
FEDERAL GOVERNMENT	8	19,800	*	*
LOCAL/STATE GOVERNMENT	8	23,352	*	*
HOSPITALS	1	22,900	*	*
MEMBERSHIP/RELIGIOUS	3	20,240	*	*
SOCIAL SERVICES	1	21,000	*	*
OTHER NONPROFIT EMPLOYERS	1	12,000	*	*
AUTOMOTIVE & MECHANICAL	1	34,200	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	17,000	*	*
COMPUTERS & BUSINESS MACHINES	2	$25,250	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	27,500	*	*
FOOD & BEVERAGE	1	28,000	*	*
PAPER & WOOD PRODUCTS	1	27,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	20,000	*	*
WIDELY DIVERSIFIED	5	28,540	*	*
OTHER EMPLOYERS	1	22,400	*	*
PSYCHOLOGY				
ADVERTISING	1	20,000	*	*
BANKING (INVESTMENT)	1	20,000	*	*
COMMUNICATION SERVICES	2	21,500	*	*
CONSULTING SERVICES	2	22,800	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	24,750	*	*
FINANCE	2	23,500	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	3	26,367	*	*
INSURANCE	13	22,485	*	*
LEGAL SERVICES	1	14,000	*	*
MERCHANDISING	18	21,472	*	*
PERSONNEL SUPPLY SERVICES	2	18,173	*	*
PROTECTIVE SERVICES	3	19,167	*	*
RESEARCH ORGANIZATIONS	1	23,000	*	*
TRANSPORTATION	5	22,260	*	*
UTILITIES	2	28,500	*	*
EDUCATION	7	23,451	*	*
FEDERAL GOVERNMENT	6	22,672	*	*
LOCAL/STATE GOVERNMENT	4	21,000	*	*
HOSPITALS	12	17,540	*	*
HEALTH SERVICES	10	15,106	*	*
SOCIAL SERVICES	26	17,764	$21,000	$15,000
OTHER NONPROFIT EMPLOYERS	2	12,500	*	*
AEROSPACE	2	27,600	*	*
AUTOMOTIVE & MECHANICAL	2	20,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	28,750	*	*
COMPUTERS & BUSINESS MACHINES	1	27,500	*	*
FOOD & BEVERAGE	4	25,000	*	*
PETROLEUM	1	16,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	31,000	*	*
TEXTILES & APPAREL	1	30,000	*	*
OTHER EMPLOYERS	8	17,625	*	*
SOCIOLOGY				
BANKING (COMMERCIAL)	2	25,000	*	*
BANKING (INVESTMENT)	1	21,000	*	*
FINANCE	1	33,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	24,000	*	*
INSURANCE	6	24,558	*	*
MERCHANDISING	3	$24,000	*	*
PUBLISHING	1	15,000	*	*
TRANSPORTATION	3	21,600	*	*
UTILITIES	1	15,000	*	*
EDUCATION	2	16,078	*	*
LOCAL/STATE GOVERNMENT	6	25,317	*	*
HOSPITALS	3	19,361	*	*
HEALTH SERVICES	2	20,500	*	*
MEMBERSHIP/RELIGIOUS	2	23,750	*	*
SOCIAL SERVICES	4	15,471	*	*
OTHER NONPROFIT EMPLOYERS	1	18,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	15,500	*	*
OTHER EMPLOYERS	4	18,750	*	*
SOCIAL SCIENCES-OTHER				
BANKING (COMMERCIAL)	6	26,833	*	*
COMMUNICATION SERVICES	4	20,075	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	17,900	*	*
CONSULTING SERVICES	5	23,050	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	12,000	*	*
FINANCE	2	20,000	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	2	23,500	*	*
INSURANCE	9	23,650	*	*
LEGAL SERVICES	1	21,000	*	*
MERCHANDISING	17	22,882	*	*
PROTECTIVE SERVICES	1	26,000	*	*
RESEARCH ORGANIZATIONS	1	18,000	*	*
TRANSPORTATION	3	21,500	*	*
UTILITIES	1	25,000	*	*
EDUCATION	17	21,174	*	*
FEDERAL GOVERNMENT	5	21,021	*	*
LOCAL/STATE GOVERNMENT	13	21,865	*	*
HOSPITALS	2	16,500	*	*
HEALTH SERVICES	4	19,750	*	*
MEMBERSHIP/RELIGIOUS	1	23,000	*	*
SOCIAL SERVICES	13	17,309	*	*
OTHER NONPROFIT EMPLOYERS	2	18,000	*	*
AUTOMOTIVE & MECHANICAL	2	26,600	*	*
BUILDING MATERIALS & CONSTRUCTION	2	25,300	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	33,000	*	*
COMPUTERS & BUSINESS MACHINES	1	28,500	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	16,800	*	*
FOOD & BEVERAGE	4	27,500	*	*
RUBBER PRODUCTS	1	30,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	3	30,333	*	*
TEXTILES & APPAREL	7	27,500	*	*
OTHER EMPLOYERS	3	21,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
AEROSPACE & AERONAUTICAL ENGINEERING				
ADVERTISING	1	$25,000	*	*
BANKING (INVESTMENT)	2	33,000	*	*
COMMUNICATION SERVICES	2	24,600	*	*
CONSULTING SERVICES	9	33,111	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	30,627	*	*
TRANSPORTATION	1	30,000	*	*
FEDERAL GOVERNMENT	6	26,330	*	*
LOCAL/STATE GOVERNMENT	1	30,000	*	*
AEROSPACE	39	31,908	$36,000	$28,000
AUTOMOTIVE & MECHANICAL EQUIPMENT	4	32,400	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	35,000	*	*
COMPUTERS & BUSINESS MACHINES	2	35,310	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	7	32,757	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	36,500	*	*
WIDELY DIVERSIFIED	1	35,220	*	*
OTHER EMPLOYERS	1	34,200	*	*
AGRICULTURAL ENGINEERING				
CONSULTING SERVICES	1	25,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	30,000	*	*
FEDERAL GOVERNMENT	4	31,508	*	*
LOCAL/STATE GOVERNMENT	1	28,600	*	*
AGRIBUSINESS & PRODUCTS	3	29,000	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	2	34,750	*	*
FOOD & BEVERAGE	1	39,000	*	*
ARCHITECTURAL ENGINEERING				
ARCHITECTURAL SERVICES	1	23,000	*	*
CONSULTING SERVICES	1	27,600	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	6	29,400	*	*
UTILITIES	1	34,000	*	*
BUILDING MATERIALS & CONSTRUCTION	18	27,501	*	*
PETROLEUM	1	36,492	*	*
TEXTILES & APPAREL	1	35,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	1	31,800	*	*
CONSULTING SERVICES	6	30,833	*	*
UTILITIES	1	36,400	*	*
EDUCATION	1	23,650	*	*
HOSPITALS	1	12,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	3	32,167	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
CHEMICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	1	$35,900	*	*
CONSULTING SERVICES	26	35,669	$41,400	$30,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	29	38,391	42,000	32,500
TRANSPORTATION	1	38,400	*	*
UTILITIES	1	40,200	*	*
FEDERAL GOVERNMENT	5	34,162	*	*
LOCAL/STATE GOVERNMENT	6	30,271	*	*
HEALTH SERVICES	1	41,000	*	*
AEROSPACE	1	39,960	*	*
AGRIBUSINESS & PRODUCTS	19	40,590	*	*
AUTOMOTIVE & MECHANICAL	9	39,233	*	*
BUILDING MATERIALS & CONSTRUCTION	4	38,600	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	233	40,132	42,500	37,500
COMPUTERS & BUSINESS MACHINES	9	37,456	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	15	37,549	*	*
FOOD & BEVERAGE	36	40,433	42,000	39,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	20	40,949	42,000	40,000
METALS & METAL PRODUCTS	4	37,280	*	*
MINING	5	33,304	*	*
PACKAGING & ALLIED PRODUCTS	12	38,977	*	*
PAPER & WOOD PRODUCTS	48	40,673	42,600	39,000
PETROLEUM	73	41,459	44,000	39,500
RUBBER PRODUCTS	4	40,950	*	*
TEXTILES & APPAREL	7	39,071	*	*
WIDELY DIVERSIFIED	22	40,249	42,504	39,000
OTHER EMPLOYERS	17	40,488	*	*
CIVIL ENGINEERING				
ARCHITECTURAL SERVICES	1	30,000	*	*
CONSULTING SERVICES	91	29,241	31,500	26,500
ENGINEERING / SURVEYING / ENVIRONMENTAL	119	29,947	34,750	25,920
MERCHANDISING	1	30,400	*	*
RESEARCH ORGANIZATIONS	3	28,667	*	*
TRANSPORTATION	35	28,369	32,400	26,064
UTILITIES	6	29,319	*	*
FEDERAL GOVERNMENT	18	29,642	*	*
LOCAL/STATE GOVERNMENT	97	27,339	29,760	25,000
OTHER NONPROFIT EMPLOYERS	1	30,420	*	*
AEROSPACE	1	32,000	*	*
AGRIBUSINESS & PRODUCTS	1	26,400	*	*
AUTOMOTIVE & MECHANICAL	1	33,000	*	*
BUILDING MATERIALS & CONSTRUCTION	77	29,242	31,500	25,750
CHEMICALS, DRUGS, & ALLIED PRODUCTS	8	36,958	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	4	32,200	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
METALS & METAL PRODUCTS	4	$28,863	*	*
MINING	4	28,625	*	*
PAPER & WOOD PRODUCTS	2	39,250	*	*
PETROLEUM	8	34,110	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	26,498	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	3	28,867	*	*
TEXTILES & APPAREL	1	30,000	*	*
WIDELY DIVERSIFIED	4	31,500	*	*
OTHER EMPLOYERS	22	28,466	$31,000	$27,000
COMPUTER ENGINEERING				
BANKING (COMMERCIAL)	3	37,333	*	*
BANKING (INVESTMENT)	3	29,667	*	*
COMMUNICATION SERVICES	9	35,578	*	*
COMPUTER SOFTWARE / DATA PROCESSING	43	32,830	37,440	28,000
CONSULTING SERVICES	32	32,460	36,000	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	9	31,133	*	*
FINANCE	3	36,667	*	*
INSURANCE	3	31,000	*	*
MERCHANDISING	4	27,150	*	*
PUBLISHING	3	22,800	*	*
REAL ESTATE	1	19,000	*	*
RESEARCH ORGANIZATIONS	4	34,150	*	*
TRANSPORTATION	2	36,000	*	*
UTILITIES	4	28,249	*	*
EDUCATION	2	28,800	*	*
FEDERAL GOVERNMENT	7	27,893	*	*
AEROSPACE	12	35,042	*	*
AGRIBUSINESS & PRODUCTS	3	31,872	*	*
AUTOMOTIVE & MECHANICAL	6	36,600	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	33,950	*	*
COMPUTERS & BUSINESS MACHINES	79	35,182	40,000	29,000
ELECTRICAL & ELECTRONIC EQUIPMENT	74	34,828	37,000	31,728
FOOD & BEVERAGE	2	36,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,500	*	*
PAPER & WOOD PRODUCTS	4	33,475	*	*
PETROLEUM	2	38,950	*	*
RUBBER PRODUCTS	1	40,008	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	3	37,663	*	*
WIDELY DIVERSIFIED	9	30,844	*	*
OTHER EMPLOYERS	4	33,125	*	*
ELECTRICAL/ELECTRONIC ENGINEERING				
PUBLIC ACCOUNTING	5	32,299	*	*
ADVERTISING	1	35,100	*	*
BANKING (COMMERCIAL)	2	32,250	*	*
BANKING (INVESTMENT)	2	35,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Electrical Engineering (cont.)				
COMMUNICATION SERVICES	30	$34,396	$38,000	$32,000
COMPUTER SOFTWARE / DATA PROCESSING	22	34,948	37,000	30,000
CONSULTING SERVICES	85	33,476	38,000	30,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	67	33,329	38,000	28,000
FINANCE	4	34,850	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	1	27,500	*	*
MERCHANDISING	4	27,045	*	*
PERSONNEL SUPPLY SERVICES	1	36,000	*	*
RESEARCH ORGANIZATIONS	11	33,068	*	*
TRANSPORTATION	1	33,000	*	*
UTILITIES	52	34,242	36,000	32,500
FEDERAL GOVERNMENT	37	28,782	31,000	28,000
LOCAL/STATE GOVERNMENT	5	27,273	*	*
HOSPITALS	1	48,000	*	*
OTHER NONPROFIT EMPLOYERS	2	34,500	*	*
AEROSPACE	46	33,665	36,400	29,100
AGRIBUSINESS & PRODUCTS	3	35,000	*	*
AUTOMOTIVE & MECHANICAL	62	35,028	37,060	31,300
BUILDING MATERIALS & CONSTRUCTION	10	33,749	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	27	37,309	40,000	35,000
COMPUTERS & BUSINESS MACHINES	105	35,568	38,760	32,500
ELECTRICAL & ELECTRONIC EQUIPMENT	271	34,381	37,560	29,508
FOOD & BEVERAGE	7	35,240	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	6	37,443	*	*
METALS & METAL PRODUCTS	5	32,320	*	*
MINING	2	37,550	*	*
PACKAGING & ALLIED PRODUCTS	8	36,123	*	*
PAPER & WOOD PRODUCTS	20	37,036	39,500	32,500
PETROLEUM	17	36,355	*	*
PRINTING	3	36,000	*	*
RUBBER PRODUCTS	2	35,910	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	11	33,733	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	31,200	*	*
WIDELY DIVERSIFIED	37	34,499	37,200	28,500
OTHER EMPLOYERS	32	32,754	36,500	28,000
ENIVRONMENTAL ENGINEERING				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	36,000	*	*
RESEARCH ORGANIZATIONS	1	32,000	*	*
LOCAL/STATE GOVERNMENT	3	26,472	*	*
PACKAGING & ALLIED PRODUCTS	1	42,000	*	*
INDUSTRIAL ENGINEERING				
PUBLIC ACCOUNTING	2	32,000	*	*
BANKING (COMMERCIAL)	3	$37,001	*	*
BANKING (INVESTMENT)	2	34,000	*	*
COMMUNICATION SERVICES	5	34,660	*	*
COMPUTER SOFTWARE / DATA PROCESSING	5	32,900	*	*
CONSULTING SERVICES	89	32,569	$36,800	$29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	14	32,950	*	*
FINANCE	11	34,955	*	*
INSURANCE	2	30,750	*	*
MERCHANDISING	5	30,300	*	*
PUBLISHING	1	33,500	*	*
REAL ESTATE	1	25,000	*	*
RESEARCH ORGANIZATIONS	2	33,300	*	*
TRANSPORTATION	7	36,229	*	*
UTILITIES	7	34,829	*	*
EDUCATION	1	33,000	*	*
FEDERAL GOVERNMENT	3	25,767	*	*
LOCAL/STATE GOVERNMENT	2	30,200	*	*
HOSPITALS	3	29,000	*	*
HEALTH SERVICES	6	32,500	*	*
AEROSPACE	9	33,800	*	*
AGRIBUSINESS & PRODUCTS	8	31,063	*	*
AUTOMOTIVE & MECHANICAL	33	33,284	36,000	29,400
BUILDING MATERIALS & CONSTRUCTION	6	31,483	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	13	35,919	*	*
COMPUTERS & BUSINESS MACHINES	13	34,180	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	29	33,783	36,600	30,000
FOOD & BEVERAGE	8	34,625	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	6	35,060	*	*
METALS & METAL PRODUCTS	7	31,169	*	*
PACKAGING & ALLIED PRODUCTS	12	32,060	*	*
PAPER & WOOD PRODUCTS	4	35,500	*	*
PETROLEUM	3	25,909	*	*
PRINTING	1	37,000	*	*
RUBBER PRODUCTS	3	35,267	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	3	28,952	*	*
STONE, CLAY, GLASS & CONRETE PRODUCTS	1	28,800	*	*
TEXTILES & APPAREL	12	33,278	*	*
WIDELY DIVERSIFIED	16	31,596	*	*
OTHER EMPLOYERS	23	30,650	34,100	27,000
MECHANICAL ENGINEERING				
PUBLIC ACCOUNTING	2	34,000	*	*
BANKING (INVESTMENT)	1	33,000	*	*
COMMUNICATION SERVICES	1	38,592	*	*
COMPUTER SOFTWARE / DATA PROCESSING	5	33,200	*	*
CONSULTING SERVICES	77	32,756	36,000	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	90	$32,961	$38,000	$28,000
FINANCE	2	33,000	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	1	30,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	31,200	*	*
INSURANCE	1	32,500	*	*
MERCHANDISING	3	31,553	*	*
PERSONNEL SUPPLY SERVICES	1	24,000	*	*
RESEARCH ORGANIZATIO	6	34,431	*	*
TRANSPORTATION	8	33,663	*	*
UTILITIES	43	35,010	37,200	31,680
EDUCATION	1	15,600	*	*
FEDERAL GOVERNMENT	16	29,635	*	*
LOCAL/STATE GOVERNMENT	3	30,342	*	*
HEALTH SERVICES	1	31,250	*	*
AEROSPACE	39	33,660	36,000	31,000
AGRIBUSINESS & PRODUCTS	16	38,014	*	*
AUTOMOTIVE & MECHANICAL	244	34,823	38,400	31,000
BUILDING MATERIALS & CONSTRUCTION	22	32,386	36,500	28,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	59	37,212	40,500	34,600
COMPUTERS & BUSINESS MACHINES	31	35,017	38,400	30,000
ELECTRICAL & ELECTRONIC EQUIPMENT	135	34,698	38,000	30,000
FOOD & BEVERAGE	24	35,508	38,000	34,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	22	35,349	38,000	33,000
METALS & METAL PRODUCTS	43	32,375	35,000	28,000
MINING	2	36,500	*	*
PACKAGING & ALLIED PRODUCTS	12	34,203	*	*
PAPER & WOOD PRODUCT	37	37,638	40,000	35,000
PETROLEUM	73	37,413	41,000	33,600
PRINTING	2	33,360	*	*
RUBBER PRODUCTS	14	37,371	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTURMENTS	13	34,699	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	12	35,059	*	*
TEXTILES & APPAREL	9	34,722	*	*
WIDELY DIVERSIFIED	56	34,785	38,000	30,000
OTHER EMPLOYERS	73	32,386	36,000	28,000
METALLURGICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	1	38,000	*	*
CONSULTING SERVICES	1	38,500	*	*
ENGINEERING / SURVEYING / ENVRIONMENTAL	1	34,500	*	*
FEDERAL GOVERNMENT	1	19,200	*	*
OTHER NONPROFIT EMPLOYERS	1	35,000	*	*
AEROSPACE	2	31,070	*	*
AUTOMOTIVE & MECHANICAL	7	35,680	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Metallurgical engineering(cont.)				
BUILDING MATERIALS & CONSTRUCTION	1	$ 28,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	5	36,040	*	*
COMPUTERS & BUSINESS MACHINES	2	35,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	5	36,060	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	1	32,700	*	*
METALS & METAL PRODUCTS	37	33,945	$36,600	$28,500
PETROLEUM	1	38,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	36,000	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	11	32,591	*	*
WIDELY DIVERSIFIED	1	36,000	*	*
OTHER EMPLOYERS	8	33,133	*	*
MINING (INCL GEOLOGICAL) ENGINEERING				
CONSULTING SERVICES	3	30,533	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	11	30,109	*	*
LOCAL/STATE GOVERNMENT	1	27,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	36,000	*	*
METALS & METAL PRODUCTS	2	34,600	*	*
MINING	15	33,359	*	*
PETROLEUM	2	30,000	*	*
OTHER EMPLOYERS	3	31,000	*	*
NUCLEAR ENGINEERING				
FINANCE	1	31,500	*	*
UTILITIES	3	35,600	*	*
FEDERAL GOVERNMENT	1	33,000	*	*
LOCAL/STATE GOVERNMENT	1	33,500	*	*
AUTOMOTIVE & MECHANICAL	1	36,000	*	*
COMPUTERS & BUSINESS MACHINES	1	35,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	34,200	*	*
SCIENTIFIC & INDUSTR	1	31,000	*	*
OTHER EMPLOYERS	3	36,484	*	*
PETROLEUM ENGINEERING				
BANKING (INVESTMENT)	1	36,000	*	*
CONSULTING SERVICES	1	24,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	8	37,815	*	*
AUTOMOTIVE & MECHANICAL	1	34,200	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	45,900	*	*
PETROLEUM	24	40,174	43,680	36,000
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	30,000	*	*
OTHER EMPLOYERS	2	$ 34,500	*	*
TEXTILE ENGINEERING				
TEXTILES & APPAREL	4	37,075	*	*
ENGINEERING TECHNOLOGY				
PUBLIC ACCOUNTING	1	36,000	*	*
COMMUNICATION SERVICES	3	36,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	8	28,442	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	11	28,693	*	*
PROTECTIVE SERVICES	3	33,167	*	*
REAL ESTATE	2	17,250	*	*
RESEARCH ORGANIZATIONS	1	35,000	*	*
TRANSPORTATION	1	25,500	*	*
UTILITIES	3	30,533	*	*
FEDERAL GOVERNMENT	2	21,093	*	*
LOCAL/STATE GOVERNMENT	7	22,157	*	*
AEROSPACE	1	30,000	*	*
AGRIBUSINESS & PRODUCTS	2	28,400	*	*
AUTOMOTIVE & MECHANICAL	14	30,721	*	*
BUILDING MATERIALS & CONSTRUCTION	12	24,454	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	31,250	*	*
COMPUTERS & BUSINESS MACHINES	7	29,656	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	9	28,302	*	*
FOOD & BEVERAGE	2	30,250	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	1	36,000	*	*
METALS & METAL PRODUCTS	3	28,667	*	*
MINING	1	32,500	*	*
PACKAGING & ALLIED PRODUCTS	1	21,424	*	*
PAPER & WOOD PRODUCTS	4	31,125	*	*
PETROLEUM	3	32,319	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	30,000	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	2	15,600	*	*
WIDELY DIVERSIFIED	5	33,263	*	*
OTHER EMPLOYERS	8	25,016	*	*
INDUSTRIAL TECHNOLOGY				
COMPUTER SOFTWARE / DATA PROCESSING	1	31,800	*	*
TRANSPORTATION	1	30,000	*	*
AGRIBUSINESS & PRODUCTS	1	33,600	*	*
BUILDING MATERIALS & CONSTRUCTION	1	30,600	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	33,284	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	23,880	*	*
RUBBER PRODUCTS	1	$ 27,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	27,000	*	*
AGRIBUSINESS				
BANKING (COMMERCIAL)	4	23,250	*	*
HOSPITALITY(AMUSEMENTS/ RECRATION/FAST FOOD)	1	22,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	19,200	*	*
MERCHANDISING	2	27,000	*	*
RESEARCH ORGANIZATIONS	2	17,700	*	*
TRANSPORTATION	1	23,000	*	*
FEDERAL GOVERNMENT	2	18,620	*	*
AGRIBUSINESS & PRODUCTS	16	22,787	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	23,500	*	*
FOOD & BEVERAGE	6	22,668	*	*
ANIMAL SCIENCES				
CONSULTING SERVICES	1	30,000	*	*
INSURANCE	1	25,000	*	*
LEGAL SERVICES	1	20,000	*	*
FEDERAL GOVERNMENT	3	19,826	*	*
OTHER NONPROFIT EMPLOYERS	1	14,400	*	*
AGRIBUSINESS & PRODUCTS	11	19,955	*	*
FOOD & BEVERAGE	4	23,375	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	17,996	*	*
PLANT SCIENCES				
COMMUNICATION SERVICES	1	25,000	*	*
AGRIBUSINESS & PRODUCTS	1	30,000	*	*
OTHER EMPLOYERS	1	20,000	*	*
NATURAL RESOURCES				
CONSULTING SERVICES	3	19,280	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	16,333	*	*
UTILITIES	1	25,760	*	*
FEDERAL GOVERNMENT	4	20,077	*	*
LOCAL/STATE GOVERNMENT	1	22,000	*	*
AGRIBUSINESS & PRODUCTS	1	26,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	18,000	*	*
PAPER & WOOD PRODUCTS	5	23,500	*	*
OTHER AGRICULTURAL SCIENCES				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	18,500	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	1	12,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	3	22,333	*	*
MERCHANDISING	1	30,000	*	*
EDUCATION	1	18,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Agricultural Sciences (cont.)				
LOCAL/STATE GOVERNMENT	1	$30,000	*	*
OTHER NONPROFIT EMPLOYERS	1	20,000	*	*
AGRIBUSINESS & PRODUCTS	2	25,500	*	*
FOOD & BEVERAGE	4	28,640	*	*
PACKAGING & ALLIED PRODUCTS	3	27,000	*	*
PAPER & WOOD PRODUCTS	1	35,000	*	*
TEXTILES & APPAREL	1	36,500	*	*
COMPUTER SCIENCE				
PUBLIC ACCOUNTING	15	32,620	*	*
ADVERTISING	2	25,500	*	*
BANKING (COMMERCIAL)	19	28,722	*	*
BANKING (INVESTMENT)	6	34,167	*	*
COMMUNICATION SERVICES	32	32,775	$36,500	$27,500
COMPUTER SOFTWARE / DATA PROCESSING	136	29,944	36,000	24,000
CONSULTING SERVICES	95	32,157	35,680	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	6	29,463	*	*
FINANCE	19	31,089	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAUANTS	2	32,000	*	*
INSURANCE	18	28,436	*	*
MERCHANDISING	11	25,251	*	*
PERSONNEL SUPPLY SERVICES	1	30,000	*	*
PROTECTIVE SERVICES	2	34,284	*	*
PUBLISHING	1	29,000	*	*
RESEARCH ORGANIZATIONS	5	33,904	*	*
TRANSPORTATION	12	31,046	*	*
UTILITIES	3	25,061	*	*
EDUCATION	6	28,552	*	*
FEDERAL GOVERNMENT	6	28,894	*	*
LOCAL/STATE GOVERNMENT	1	22,986	*	*
HEALTH SERVICES	5	28,052	*	*
AEROSPACE	15	33,952	*	*
AGRIBUSINESS & PRODUCTS	3	27,900	*	*
AUTOMOTIVE & MECHANICAL	5	34,560	*	*
BUILDING MATERIALS & CONSTRUCTION	2	24,588	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	10	34,077	*	*
COMPUTERS & BUSINESS MACHINES	47	32,984	36,900	28,000
ELECTRICAL & ELECTRONIC EQUIPMENT	36	32,498	36,500	26,500
FOOD & BEVERAGE	6	36,267	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	3	28,733	*	*
METALS & METAL PRODUCTS	2	29,500	*	*
PAPER & WOOD PRODUCTS	3	32,000	*	*
PETROLEUM	8	32,750	*	*
PRINTING	3	24,000	*	*
RUBBER PRODUCTS	2	35,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	10	32,300	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	$31,200	*	*
TEXTILES & APPAREL	2	29,500	*	*
WIDELY DIVERSIFIED	9	29,032	*	*
OTHER EMPLOYERS	20	32,563	$38,400	$25,750
COMPUTER PROGRAMMING				
BANKING (COMMERCIAL)	1	27,000	*	*
COMMUNICATION SERVICES	4	31,775	*	*
COMPUTER SOFTWARE / DATA PROCESSING	7	27,786	*	*
CONSULTING SERVICES	3	30,000	*	*
INSURANCE	2	29,332	*	*
RESEARCH ORGANIZATIONS	2	29,998	*	*
UTILITIES	3	26,990	*	*
FEDERAL GOVERNMENT	1	26,000	*	*
AEROSPACE	1	35,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	31,700	*	*
COMPUTERS & BUSINESS MACHINES	2	40,000	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	34,500	*	*
FOOD & BEVERAGE	1	34,000	*	*
PAPER & WOOD PRODUCTS	1	28,000	*	*
TEXTILES & APPAREL	1	26,500	*	*
WIDELY DIVERSIFIED	2	28,750	*	*
OTHER EMPLOYERS	2	34,000	*	*
INFORMATION SCIENCES				
PUBLIC ACCOUNTING	5	33,060	*	*
BANKING (COMMERCIAL)	4	25,750	*	*
BANKING (INVESTMENT)	1	29,000	*	*
COMMUNICATION SERVICES	12	31,876	*	*
COMPUTER SOFTWARE / DATA PROCESSING	24	28,046	30,000	25,200
CONSULTING SERVICES	18	30,944	*	*
FINANCE	8	28,593	*	*
INSURANCE	13	29,881	*	*
MERCHANDISING	5	28,399	*	*
PUBLISHING	1	23,000	*	*
RESEARCH ORGANIZATIONS	1	24,000	*	*
TRANSPORTATION	4	28,500	*	*
UTILITIES	2	27,050	*	*
FEDERAL GOVERNMENT	2	21,350	*	*
LOCAL/STATE GOVERNMENT	1	19,600	*	*
HOSPITALS	1	28,000	*	*
HEALTH SERVICES	1	23,000	*	*
AEROSPACE	1	31,500	*	*
AUTOMOTIVE & MECHANICAL	2	30,298	*	*
BUILDING MATERIALS & CONSTRUCTION	1	27,560	*	*
COMPUTERS & BUSINESS MACHINES	7	31,380	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	34,000	*	*
FOOD & BEVERAGE	3	$33,999	*	*
METALS & METAL PRODUCTS	1	29,000	*	*
PACKAGING & ALLIED PRODUCTS	1	25,000	*	*
PAPER & WOOD PRODUCTS	1	33,500	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	31,200	*	*
WIDELY DIVERSIFIED	2	28,250	*	*
OTHER EMPLOYERS	7	29,143	*	*
SYSTEMS ANALYSIS				
COMPUTER SOFTWARE / DATA PROCESSING	2	31,000	*	*
COMPUTERS & BUSINESS MACHINES	1	31,720	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	36,140	*	*
ALLIED HEALTH				
INSURANCE	1	24,000	*	*
EDUCATION	1	30,000	*	*
HOSPITALS	24	28,688	$34,000	$22,710
HEALTH SERVICES	6	24,027	*	*
SOCIAL SERVICES	3	15,667	*	*
OTHER EMPLOYERS	1	24,000	*	*
HEALTH SCIENCES				
PERSONNEL SUPPLY SERVICES	1	20,000	*	*
EDUCATION	5	20,074	*	*
LOCAL/STATE GOVERNMENT	1	22,500	*	*
HOSPITALS	14	25,500	*	*
HEALTH SERVICES	8	21,600	*	*
MEMBERSHIP/RELIGIOUS	1	13,000	*	*
NURSING				
EDUCATION	1	18,140	*	*
FEDERAL GOVERNMENT	3	33,000	*	*
LOCAL/STATE GOVERNMENT	2	35,000	*	*
HOSPITALS	117	31,726	40,000	24,960
HEALTH SERVICES	9	34,356	*	*
SOCIAL SERVICES	1	31,200	*	*
PHARMACY				
MERCHANDISING	56	44,741	49,400	40,000
HOSPITALS	15	35,602	*	*
HEALTH SERVICES	1	44,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	40,400	*	*
OTHER EMPLOYERS	3	43,500	*	*
ACTUARIAL				
CONSULTING SERVICES	10	35,140	*	*
FINANCE	1	36,000	*	*
INSURANCE	11	32,881	*	*
MERCHANDISING	1	28,000	*	*
LOCAL/STATE GOVERNMENT	1	20,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ARCHITECTURAL & ENVIRONMENTAL DESIGN				
ARCHITECTURAL SERVICES	19	$ 21,144	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	20,000	*	*
FEDERAL GOVERNMENT	1	30,000	*	*
LOCAL/STATE GOVERNMENT	7	26,974	*	*
MEMBERSHIP/RELIGIOUS	1	29,000	*	*
BUILDING MATERIALS & CONSTRUCTION	7	26,071	*	*
BIOLOGICAL SCIENCES				
BANKING (INVESTMENT)	1	31,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	20,000	*	*
ENGINEERING / SURVEY	4	23,625	*	*
MERCHANDISING	2	16,000	*	*
RESEARCH ORGANIZATIONS	4	23,125	*	*
EDUCATION	10	20,851	*	*
FEDERAL GOVERNMENT	2	23,000	*	*
LOCAL/STATE GOVERNMENT	3	18,288	*	*
HOSPITALS	9	20,742	*	*
HEALTH SERVICES	5	15,956	*	*
MEMBERSHIP/RELIGIOUS	1	23,000	*	*
CHEMICALS, DRUGS & ALLIED PRODUCTS	9	25,978	*	*
FOOD & BEVERAGE	1	18,000	*	*
PACKAGING & ALLIED PRODUCTS	2	30,000	*	*
WIDELY DIVERSIFIED	3	26,500	*	*
OTHER EMPLOYERS	2	21,900	*	*
CHEMISTRY				
CONSULTING SERVICES	2	28,040	*	*
ENGINEERING / SURVEYING/ ENVIRONMENTAL	3	26,000	*	*
RESEARCH ORGANIZATIONS	1	30,000	*	*
EDUCATION	1	24,000	*	*
FEDERAL GOVERNMENT	1	18,340	*	*
HEALTH SERVICES	1	32,000	*	*
BUILDING MATERIALS & CONSTRUCTION	2	34,596	*	*
CHEMICALS, DRUGS & ALLIED PRODUCTS	28	30,399	$35,000	$25,200
ELECTRICAL & ELECTRONIC EQUIPMENT	2	34,470	*	*
FOOD & BEVERAGE	1	29,000	*	*
METALS & METAL PRODUCTS	1	18,000	*	*
PACKAGING & ALLIED PRODUCTS	1	28,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	30,096	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	30,000	*	*
GEOLOGY & GEOLOGICAL SCIENCES				
COMMUNICATION SERVICES	1	24,960	*	*
CONSULTING SERVICES	1	24,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	$ 25,500	*	*
LOCAL/STATE GOVERNMENT	1	35,000	*	*
MINING	2	26,400	*	*
PETROLEUM	1	36,000	*	*
MATHEMATICS				
PUBLIC ACCOUNTING	2	31,750	*	*
BANKING (COMMERCIAL)	6	24,500	*	*
BANKING (INVESTMENT)	1	34,000	*	*
COMMUNICATION SERVICES	1	18,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	4	29,000	*	*
CONSULTING SERVICES	17	30,471	*	*
FINANCE	5	31,103	*	*
INSURANCE	7	29,757	*	*
MERCHANDISING	2	21,250	*	*
PROTECTIVE SERVICES	1	30,000	*	*
EDUCATION	27	20,601	$ 24,000	$16,000
FEDERAL GOVERNMENT	2	24,399	*	*
LOCAL/STATE GOVERNMENT	1	21,000	*	*
OTHER NONPROFIT EMPLOYERS	1	25,000	*	*
AEROSPACE	2	27,200	*	*
AUTOMOTIVE & MECHANICAL EQUIPMENT	1	27,000	*	*
CHEMICALS, DRUGS & ALLIED PRODUCTS	1	33,000	*	*
COMPUTERS & BUSINESS MACHINES	1	34,200	*	*
METALS & METAL PRODUCTS	1	28,200	*	*
PETROLEUM	1	40,000	*	*
TEXTILES & APPAREL	1	30,000	*	*
WIDELY DIVERSIFIED	2	27,700	*	*
OTHER EMPLOYERS	3	21,001	*	*
PHYSICS				
CONSULTING SERVICES	1	33,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	25,000	*	*
REAL ESTATE	1	23,000	*	*
EDUCATION	3	19,333	*	*
FEDERAL GOVERNMENT	1	16,800	*	*
LOCAL/STATE GOVERNMENT	1	21,480	*	*
OTHER EMPLOYERS	2	25,000	*	*
OTHER PHYSICAL & EARTH SCIENCES				
COMMUNICATION SERVICES	1	22,000	*	*
CONSULTING SERVICES	1	16,640	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	22,121	*	*
INSURANCE	1	31,000	*	*
PROTECTIVE SERVICES	1	25,000	*	*
TRANSPORTATION	1	27,000	*	*
EDUCATION	3	20,000	*	*
FEDERAL GOVERNMENT	2	25,398	*	*
LOCAL/STATE GOVERNMENT	1	$ 20,000	*	*
MINING	1	21,000	*	*
OTHER EMPLOYERS	1	15,000	*	*
TEXTILE SCIENCE				
TEXTILES & APPAREL	29	28,793	$32,000	$ 25,000

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
BACHELOR'S DEGREE SUMMARY BY EMPLOYER				
BACHELOR - NON TECHNICAL DEGREES				
PUBLIC ACCOUNTING	1970	$28,445	$32,000	$25,000
ADVERTISING	58	20,765	26,400	12,480
ARCHITECTURAL SERVICES	3	26,667	*	*
BANKING (COMMERCIAL)	414	25,319	30,000	20,000
BANKING (INVESTMENT)	101	29,575	35,000	20,000
COMMUNICATION SERVICES	113	24,521	32,000	15,000
COMPUTER SOFTWARE / DATA PROCESSING	154	26,023	32,000	19,200
CONSULTING SERVICES	334	29,389	34,000	24,265
ENGINEERING / SURVEYING / ENVIRONMENTAL	19	28,321	*	*
FINANCE	296	26,010	33,000	19,000
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	70	22,033	30,000	15,600
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	106	20,912	26,200	15,600
INSURANCE	333	24,705	30,000	18,000
LEGAL SERVICES	23	22,939	28,500	18,000
MERCHANDISING	967	22,729	27,500	18,000
PERSONNEL SUPPLY SERVICES	21	20,239	24,960	16,000
PROTECTIVE SERVICES	16	20,394	*	*
PUBLISHING	61	20,027	25,900	13,440
REAL ESTATE	42	23,850	30,000	15,360
RESEARCH ORGANIZATIONS	30	23,941	30,000	18,000
TRANSPORTATION	120	23,372	29,000	18,900
UTILITIES	44	26,069	30,000	20,500
EDUCATION	413	20,450	26,000	13,000
FEDERAL GOVERNMENT	150	23,939	28,300	18,000
LOCAL/STATE GOVERNMENT	118	23,574	30,000	18,000
HOSPITALS	52	20,915	29,400	13,500
HEALTH SERVICES	60	21,166	27,500	13,500
MEMBERSHIP/RELIGIOUS	23	19,716	27,500	12,000
MUSEUMS & CULTURAL ORGANIZATIONS	7	19,242	*	*
SOCIAL SERVICES	99	18,251	24,000	13,000
OTHER NONPROFIT EMPLOYERS	28	19,547	26,000	13,500
AEROSPACE	23	29,352	29,400	26,300
AGRIBUSINESS & PRODUCTS	31	28,161	31,000	25,000
AUTOMOTIVE & MECHANICAL	68	28,824	34,200	21,000
BUILDING MATERIALS & CONSTRUCTION	43	23,423	30,000	18,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	112	29,375	33,500	23,800
COMPUTERS & BUSINESS MACHINES	121	27,813	34,500	21,000
ELECTRICAL & ELECTRONIC EQUIPMENT	92	27,903	32,160	22,700
FOOD & BEVERAGE	149	27,754	32,000	23,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	17	28,235	*	*
METALS & METAL PRODUCTS	25	25,837	30,000	22,000
MINING	4	26,075	*	*
PACKAGING & ALLIED PRODUCTS	18	26,312	*	*
PAPER & WOOD PRODUCTS	51	$27,749	$31,200	$23,000
PETROLEUM	65	29,584	34,000	26,500
PRINTING	22	21,800	26,000	17,000
RUBBER PRODUCTS	5	25,280	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	20	29,905	39,000	25,000
STONE, CLAY, GLASS & CONCRETE PRODUCTS	4	28,150	*	*
TEXTILES & APPAREL	46	26,369	30,000	21,000
WIDELY DIVERSIFIED	46	25,849	31,000	21,540
OTHER EMPLOYERS	263	23,297	30,000	17,000
BACHELOR - TECHNICAL DEGREES				
PUBLIC ACCOUNTING	32	32,737	36,000	30,000
ADVERTISING	4	27,775	*	*
ARCHITECTURAL SERVICES	21	21,654	23,500	18,000
BANKING (COMMERCIAL)	42	28,648	33,000	24,000
BANKING (INVESTMENT)	20	33,050	36,000	29,000
COMMUNICATION SERVICES	102	33,035	36,800	27,500
COMPUTER SOFTWARE / DATA PROCESSING	261	30,705	36,500	24,000
CONSULTING SERVICES	574	32,007	36,400	28,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	394	31,785	38,160	25,000
FINANCE	54	32,266	38,000	27,016
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	4	22,875	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	7	26,000	*	*
INSURANCE	60	29,933	34,500	25,000
LEGAL SERVICES	1	20,000	*	*
MERCHANDISING	97	37,166	46,800	26,000
PERSONNEL SUPPLY SERVICES	4	27,500	*	*
PROTECTIVE SERVICES	7	31,867	*	*
PUBLISHING	6	25,650	*	*
REAL ESTATE	5	20,300	*	*
RESEARCH ORGANIZATIONS	43	31,115	38,000	24,000
TRANSPORTATION	75	30,417	38,400	25,000
UTILITIES	130	33,565	36,800	28,000
EDUCATION	63	21,816	29,225	16,300
FEDERAL GOVERNMENT	130	27,871	33,000	21,908
LOCAL/STATE GOVERNMENT	149	27,001	31,200	22,400
HOSPITALS	185	30,558	40,000	21,500
HEALTH SERVICES	44	27,567	36,000	17,500
MEMBERSHIP/RELIGIOUS	3	21,667	*	*
SOCIAL SERVICES	4	19,550	*	*
OTHER NONPROFIT EMPLOYERS	7	27,689	*	*
AEROSPACE	169	33,283	36,400	28,750
AGRIBUSINESS & PRODUCTS	90	31,191	41,220	20,000
AUTOMOTIVE & MECHANICAL	392	34,648	38,400	30,000
BUILDING MATERIALS & CONSTRUCTION	165	29,545	35,400	25,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	409	37,882	42,000	32,000
COMPUTERS & BUSINESS MACHINES	307	34,788	38,760	29,000
ELECTRICAL & ELECTRONIC EQUIPMENT	595	$34,300	$37,500	$29,000
FOOD & BEVERAGE	106	35,355	41,000	27,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	61	37,010	41,500	33,000
METALS & METAL PRODUCTS	110	32,562	36,500	28,000
MINING	32	32,369	37,000	26,400
PACKAGING & ALLIED PRODUCTS	53	34,137	38,700	25,000
PAPER & WOOD PRODUCTS	130	37,496	42,000	31,500
PETROLEUM	217	38,423	43,200	33,000
PRINTING	9	31,524	*	*
RUBBER PRODUCTS	27	37,116	40,800	32,500
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	55	32,212	37,500	27,000
STONE, CLAY, GLASS & CONCRETE PRODUCTS	34	31,939	38,500	25,000
TEXTILES & APPAREL	68	32,142	38,000	28,000
WIDELY DIVERSIFIED	169	34,123	39,500	28,000
OTHER EMPLOYERS	238	31,953	38,400	24,000
MBA CANDIDATES - EMPLOYER SUMMARY				
MBA CANDIDATES - INEXPERIENCED				
MBA—NON-TECH				
PUBLIC ACCOUNTING	74	35,135	43,000	30,000
ADVERTISING	8	31,950	*	*
ARCHITECTURAL SERVICES	1	35,000	*	*
BANKING (COMMERCIAL)	27	34,370	40,000	28,000
BANKING (INVESTMENT)	16	48,719	*	*
COMMUNICATION SERVICES	9	37,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING	7	35,429	*	*
CONSULTING SERVICES	41	38,996	46,000	31,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	27,000	*	*
FINANCE	10	31,100	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	3	27,667	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	42,000	*	*
INSURANCE	11	32,185	*	*
LEGAL SERVICES	1	70,000	*	*
MERCHANDISING	11	34,528	*	*
PUBLISHING	2	50,000	*	*
REAL ESTATE	4	34,250	*	*
RESEARCH ORGANIZATIONS	3	34,000	*	*
TRANSPORTATION	10	35,182	*	*
UTILITIES	4	33,750	*	*
EDUCATION	2	35,000	*	*
FEDERAL GOVERNMENT	4	30,250	*	*
LOCAL/STATE GOVERNMENT	3	24,800	*	*
HOSPITALS	7	30,214	*	*
HEALTH SERVICES	4	31,350	*	*
MEMBERSHIP/RELIGIOUS	1	21,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
MBA Nontech (cont.)				
SOCIAL SERVICES	2	$31,300	*	*
OTHER NONPROFIT EMPLOYERS	2	31,500	*	*
AEROSPACE	3	31,667	*	*
AGRIBUSINESS & PRODUCTS	2	35,000	*	*
AUTOMOTIVE & MECHANICAL	24	38,843	$46,200	$31,000
BUILDING MATERIALS & CONSTRUCTION	2	37,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	18	41,156	*	*
COMPUTERS & BUSINESS MACHINES	13	39,438	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	11	38,227	*	*
FOOD & BEVERAGE	14	42,071	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	5	39,500	*	*
METALS & METAL PRODUCTS	2	34,000	*	*
PAPER & WOOD PRODUCTS	6	35,550	*	*
PETROLEUM	5	44,900	*	*
RUBBER PRODUCTS	3	38,333	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	41,500	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	32,000	*	*
TEXTILES & APPAREL	7	33,957	*	*
WIDELY DIVERSIFIED	2	53,100	*	*
OTHER EMPLOYERS	21	33,038	41,000	24,500
MBA—TECH				
PUBLIC ACCOUNTING	6	44,000	*	*
BANKING (COMMERCIAL)	4	48,750	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	35,000	*	*
CONSULTING SERVICES	14	41,837	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	37,000	*	*
FINANCE	5	33,472	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	2	30,000	*	*
INSURANCE	2	39,930	*	*
LEGAL SERVICES	1	72,000	*	*
MERCHANDISING	1	36,500	*	*
PUBLISHING	1	60,000	*	*
REAL ESTATE	1	30,000	*	*
TRANSPORTATION	2	40,900	*	*
UTILITIES	1	45,000	*	*
FEDERAL GOVERNMENT	1	25,700	*	*
AEROSPACE	1	35,360	*	*
AGRIBUSINESS & PRODUCTS	1	46,000	*	*
AUTOMOTIVE & MECHANICAL	4	44,406	*	*
BUILDING MATERIALS & CONSTRUCTION	1	32,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	52,750	*	*
COMPUTERS & BUSINESS MACHINES	1	$34,800	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	35,000	*	*
FOOD & BEVERAGE	1	38,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	44,500	*	*
PETROLEUM	4	41,850	*	*
TEXTILES & APPAREL	1	45,500	*	*
WIDELY DIVERSIFIED	3	47,467	*	*
OTHER EMPLOYERS	1	37,000	*	*
MBA CANDIDATES - 1-2 YEARS EXPERIENCE				
MBA—NON-TECH				
PUBLIC ACCOUNTING	10	44,200	*	*
ADVERTISING	2	38,000	*	*
BANKING (COMMERCIAL)	34	44,835	$55,000	$32,000
BANKING (INVESTMENT)	21	49,238	55,000	44,000
COMMUNICATION SERVICES	2	43,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	28,000	*	*
CONSULTING SERVICES	28	54,366	75,000	38,000
FINANCE	5	41,800	*	*
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	2	44,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	32,000	*	*
INSURANCE	8	42,625	*	*
MERCHANDISING	3	37,667	*	*
REAL ESTATE	1	45,000	*	*
RESEARCH ORGANIZATIONS	1	34,000	*	*
TRANSPORTATION	8	44,153	*	*
EDUCATION	4	32,875	*	*
FEDERAL GOVERNMENT	3	40,333	*	*
HOSPITALS	2	35,000	*	*
HEALTH SERVICES	2	40,000	*	*
OTHER NONPROFIT EMPLOYERS	2	30,000	*	*
AEROSPACE	2	35,500	*	*
AUTOMOTIVE & MECHANICAL	13	42,928	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	39,250	*	*
COMPUTERS & BUSINESS MACHINES	3	43,465	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	2	37,500	*	*
FOOD & BEVERAGE	11	48,818	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	4	56,750	*	*
PETROLEUM	3	55,000	*	*
PRINTING	1	60,000	*	*
STONE, CLAY, GLASS & CONCRETE PRODUCTS	1	60,000	*	*
OTHER EMPLOYERS	6	40,250	*	*
MBA—TECH				
PUBLIC ACCOUNTING	2	$51,500	*	*
BANKING (COMMERCIAL)	8	56,000	*	*
BANKING (INVESTMENT)	11	55,500	*	*
COMMUNICATION SERVICES	1	55,000	*	*
CONSULTING SERVICES	8	60,938	*	*
FINANCE	4	54,000	*	*
MERCHANDISING	1	50,000	*	*
TRANSPORTATION	1	55,000	*	*
LOCAL/STATE GOVERNMENT	2	49,000	*	*
HEALTH SERVICES	2	33,300	*	*
AUTOMOTIVE & MECHANICAL	3	45,833	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	44,100	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	54,833	*	*
FOOD & BEVERAGE	1	56,000	*	*
WIDELY DIVERSIFIED	1	55,000	*	*
OTHER EMPLOYERS	3	45,500	*	*
MBA CANDIDATES - 2-4 YEARS EXPERIENCE				
MBA—NON-TECH				
PUBLIC ACCOUNTING	19	61,342	*	*
ADVERTISING	1	35,000	*	*
BANKING (COMMERCIAL)	45	50,991	$60,000	$40,000
BANKING (INVESTMENT)	42	51,619	55,000	47,500
COMMUNICATION SERVICES	8	47,650	*	*
COMPUTER SOFTWARE / DATA PROCESSING	5	41,900	*	*
CONSULTING SERVICES	56	54,833	75,000	33,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	36,000	*	*
FINANCE	20	52,025	65,000	45,000
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	5	47,200	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	43,000	*	*
INSURANCE	8	45,813	*	*
MERCHANDISING	8	50,000	*	*
PERSONNEL SUPPLY SERVICES	1	26,339	*	*
PUBLISHING	1	45,000	*	*
REAL ESTATE	5	43,200	*	*
TRANSPORTATION	5	47,533	*	*
UTILITIES	1	53,000	*	*
FEDERAL GOVERNMENT	1	42,600	*	*
LOCAL/STATE GOVERNMENT	1	30,000	*	*
HOSPITALS	2	41,250	*	*
HEALTH SERVICES	2	44,250	*	*
OTHER NONPROFIT EMPLOYERS	1	32,496	*	*
AEROSPACE	1	55,000	*	*
AGRIBUSINESS & PRODUCTS	2	37,500	*	*
AUTOMOTIVE & MECHANICAL	6	40,667	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	11	50,273	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
MBA Nontech (cont.) . .				
COMPUTERS & BUSINESS MACHINES	13	$50,108	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	5	39,000	*	*
FOOD & BEVERAGE	16	51,375	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	6	56,500	*	*
PACKAGING & ALLIED PRODUCTS	1	40,000	*	*
PAPER & WOOD PRODUCTS	1	50,000	*	*
PETROLEUM	6	48,783	*	*
PRINTING	2	44,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	48,000	*	*
TEXTILES & APPAREL	3	46,333	*	*
OTHER EMPLOYERS	9	43,278	*	*
MBA—TECH				
PUBLIC ACCOUNTING	6	67,500	*	*
BANKING (COMMERCIAL)	18	55,222	*	*
BANKING (INVESTMENT)	17	54,382	*	*
COMMUNICATION SERVICES	2	56,250	*	*
COMPUTER SOFTWARE / DATA PROCESSING	9	48,578	*	*
CONSULTING SERVICES	32	61,778	$75,000	$43,500
FINANCE	10	57,000	*	*
MERCHANDISING	2	47,000	*	*
PUBLISHING	1	55,000	*	*
RESEARCH ORGANIZATIONS	1	48,000	*	*
TRANSPORTATION	3	45,000	*	*
FEDERAL GOVERNMENT	1	52,560	*	*
AEROSPACE	1	52,500	*	*
AGRIBUSINESS & PRODUCTS	2	58,000	*	*
AUTOMOTIVE & MECHANICAL	2	46,550	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	9	56,443	*	*
COMPUTERS & BUSINESS MACHINES	9	52,061	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	1	49,000	*	*
FOOD & BEVERAGE	7	55,143	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	59,000	*	*
PETROLEUM	2	57,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	55,110	*	*
WIDELY DIVERSIFIED	2	60,000	*	*
MBA CANDIDATES - OVER 4 YEARS EXPERIENCE				
MBA—NON-TECH				
PUBLIC ACCOUNTING	19	53,842	*	*
ADVERTISING	4	39,600	*	*
BANKING (COMMERCIAL)	29	50,655	62,000	40,000
BANKING (INVESTMENT)	26	56,096	70,000	45,000
COMMUNICATION SERVICES	7	50,034	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
COMPUTER SOFTWARE / DATA PROCESSING	5	$47,000	*	*
CONSULTING SERVICES	42	61,583	$80,000	$42,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	51,500	*	*
FINANCE	20	49,720	70,000	35,000
HOSPITALITY(AMUSEMENTS/ RECREATION/FAST FOOD)	2	50,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	40,000	*	*
INSURANCE	8	50,025	*	*
MERCHANDISING	3	43,300	*	*
PERSONNEL SUPPLY SERVICES	1	38,000	*	*
PROTECTIVE SERVICES	1	36,000	*	*
PUBLISHING	2	60,000	*	*
REAL ESTATE	2	48,000	*	*
RESEARCH ORGANIZATIONS	1	40,000	*	*
TRANSPORTATION	5	43,360	*	*
UTILITIES	3	42,500	*	*
EDUCATION	1	30,000	*	*
FEDERAL GOVERNMENT	9	45,483	*	*
LOCAL/STATE GOVERNMENT	2	57,850	*	*
HEALTH SERVICES	6	45,500	*	*
MEMBERSHIP/RELIGIOUS	1	37,320	*	*
SOCIAL SERVICES	2	31,500	*	*
AEROSPACE	2	54,250	*	*
AGRIBUSINESS & PRODUCTS	3	54,333	*	*
AUTOMOTIVE & MECHANICAL	20	47,810	55,000	38,000
BUILDING MATERIALS & CONSTRUCTION	1	36,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	9	59,922	*	*
COMPUTERS & BUSINESS MACHINES	13	49,731	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	6	50,667	*	*
FOOD & BEVERAGE	11	52,773	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	5	48,800	*	*
PACKAGING & ALLIED PRODUCTS	1	52,000	*	*
PETROLEUM	5	56,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	46,100	*	*
TEXTILES & APPAREL	1	29,600	*	*
OTHER EMPLOYERS	15	60,940	*	*
MBA—TECH				
PUBLIC ACCOUNTING	5	55,800	*	*
ADVERTISING	2	45,000	*	*
BANKING (COMMERCIAL)	14	58,355	*	*
BANKING (INVESTMENT)	5	57,500	*	*
COMMUNICATION SERVICES	1	48,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	48,000	*	*
CONSULTING SERVICES	19	68,474	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	$41,000	*	*
FINANCE	8	60,813	*	*
INSURANCE	1	81,600	*	*
MERCHANDISING	1	50,000	*	*
PUBLISHING	1	60,000	*	*
TRANSPORTATION	5	45,772	*	*
FEDERAL GOVERNMENT	3	56,933	*	*
LOCAL/STATE GOVERNMENT	1	36,108	*	*
HEALTH SERVICES	7	54,286	*	*
AEROSPACE	1	59,000	*	*
AUTOMOTIVE & MECHANICAL	7	49,257	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	6	58,363	*	*
COMPUTERS & BUSINESS MACHINES	7	54,453	*	*
ELECTRICAL & ELECTRONIC EQUIPMENT	3	48,933	*	*
FOOD & BEVERAGE	10	59,300	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	3	54,667	*	*
PAPER & WOOD PRODUCTS	1	80,000	*	*
PETROLEUM	7	66,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	45,000	*	*
WIDELY DIVERSIFIED	2	57,000	*	*
OTHER EMPLOYERS	7	48,714	*	*

Beginning salary offers to all candidates by curriculum and job function

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
ACCOUNTING (PUBLIC)	1881	$28,377	$32,000	$25,000
ACCOUNTING (PRIVATE)	474	26,270	31,100	20,000
COMMERCIAL BANKING (CONSUMER)	10	23,600	*	*
COMMERCIAL BANKING (LENDING)	18	26,918	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	5	32,200	*	*
INVESTMENT BANKING (REAL ESTATE)	1	18,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	30,000	*	*
FINANCIAL/TREASURY ANALYSIS	36	26,743	31,500	20,000
PORTFOLIO MANAGEMENT	2	19,933	*	*
UNDERWRITING	5	22,671	*	*
INSURANCE - CLAIMS	1	13,500	*	*
REPORTING	1	28,000	*	*
BUYER/MERCHANDISING	6	26,667	*	*
SALES	4	26,675	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	4	23,915	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	47	24,133	28,000	19,600
MILITARY	1	24,000	*	*
ADMINISTRATIVE (HEALTHCARE)	2	19,000	*	*
COMPUTER PROGRAMMING	7	27,700	*	*
INFORMATION SYSTEMS	6	28,717	*	*
SYSTEMS ANALYSIS & DESIGN	2	32,180	*	*
CONSULTING	17	28,841	*	*
HUMAN RESOURCES	1	35,000	*	*
MANAGEMENT TRAINEE	24	24,121	28,300	19,200
TEACHING	1	11,733	*	*
BUSINESS ADMINISTRATION				
ACCOUNTING (PUBLIC)	15	24,115	*	*
ACCOUNTING (PRIVATE)	19	21,401	*	*
COMMERCIAL BANKING (CONSUMER)	38	23,242	28,000	17,800
COMMERCIAL BANKING (LENDING)	13	26,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	4	31,750	*	*
INVESTMENT BANKING (REAL ESTATE)	2	20,500	*	*
INVESTMENT BANKING (SALES & TRADING)	7	28,214	*	*
FINANCIAL/TREASURY ANALYSIS	42	26,862	32,000	20,000
PORTFOLIO MANAGEMENT	10	20,790	*	*
UNDERWRITING	21	24,891	28,300	20,000
INSURANCE - CLAIMS	28	22,730	25,560	19,500
COMMUNICATIONS-PRODUCTION	4	$21,875	*	*
PUBLIC RELATIONS	2	21,800	*	*
ADVERTISING	3	15,500	*	*
BRAND/PRODUCT MANAGEMENT	23	25,633	$30,000	$20,000
BUYER/MERCHANDISING	37	25,251	29,400	22,000
DISTRIBUTION	6	29,613	*	*
MARKET RESEARCH	6	23,090	*	*
PURCHASING	5	23,247	*	*
SALES	129	24,624	31,000	18,000
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	7	21,195	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	10	25,818	*	*
LAW ENFORCEMENT	1	23,000	*	*
MILITARY	6	24,384	*	*
URBAN / REGIONAL PLANNING	2	20,350	*	*
MANUFACTURING/INDUSTRIAL	4	25,125	*	*
TESTING	1	36,000	*	*
PROJECT ENGINEERING	1	29,000	*	*
OTHER ENGINEERING	3	33,333	*	*
ADMINISTRATIVE (HEALTHCARE)	6	21,250	*	*
NURSES / PERSONAL CARE	2	34,600	*	*
OTHER HEALTH RELATED	2	23,500	*	*
SOCIAL SERVICES - ADMINISTRATION	1	20,000	*	*
COUNSELING	2	23,000	*	*
SOCIAL WORK	1	15,000	*	*
COMPUTER PROGRAMMING	13	27,754	*	*
INFORMATION SYSTEMS	15	29,400	*	*
SYSTEMS ANALYSIS & DESIGN	8	26,463	*	*
AGRICULTURE/NATURAL RESOURCES	1	17,862	*	*
CONSULTING	71	29,779	35,000	26,000
HUMAN RESOURCES	18	24,085	*	*
MANAGEMENT TRAINEE	310	22,798	27,000	18,000
MATH/STATISTICIANS	1	25,000	*	*
TEACHING	3	14,833	*	*
DISTRIBUTION MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	24,000	*	*
FINANCIAL/TREASURY ANALYSIS	2	29,000	*	*
BUYER/MERCHANDISING	1	30,000	*	*
DISTRIBUTION	17	27,406	*	*
MARKET RESEARCH	1	28,500	*	*
SALES	3	23,467	*	*
MILITARY	1	19,200	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
MANAGEMENT TRAINEE	11	23,336	*	*
ECONOMICS & FINANCE				
ACCOUNTING (PUBLIC)	39	$28,846	$30,000	$28,000
ACCOUNTING (PRIVATE)	68	27,119	32,000	23,000
COMMERCIAL BANKING (CONSUMER)	39	24,192	32,000	14,500
COMMERCIAL BANKING (LENDING)	120	26,176	30,000	22,000
INVESTMENT BANKING (CORPORATE FINANCE)	27	28,463	35,000	22,000
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	9	31,722	*	*
INVESTMENT BANKING (REAL ESTATE)	3	21,500	*	*
INVESTMENT BANKING (SALES & TRADING)	21	31,002	40,000	20,000
FINANCIAL/TREASURY ANALYSIS	182	28,269	33,000	22,000
PORTFOLIO MANAGEMENT	29	25,803	31,000	19,992
UNDERWRITING	30	25,890	30,000	20,000
INSURANCE - CLAIMS	19	25,293	*	*
PUBLIC RELATIONS	3	16,500	*	*
WRITING / EDITING	1	32,000	*	*
ADVERTISING	2	22,500	*	*
BRAND/PRODUCT MANAGEMENT	4	32,500	*	*
BUYER/MERCHANDISING	13	24,923	*	*
DISTRIBUTION	3	23,853	*	*
MARKET RESEARCH	5	27,201	*	*
PURCHASING	3	19,600	*	*
SALES	84	25,338	32,000	19,200
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	3	23,000	*	*
GOV'T-FINANCE, TAXATION, MONETARTY POLICY	20	26,583	32,000	21,906
ECONOMIC PROGRAMS	9	21,024	*	*
MILITARY	6	24,703	*	*
NATIONAL SECURITY	1	18,000	*	*
MANUFACTURING/INDUSTRIAL	2	28,500	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	35,000	*	*
RESEARCH & DEVELOPMENT	1	25,000	*	*
PROCESS ENGINEERING	1	44,000	*	*
OTHER ENGINEERING	3	26,233	*	*
SOCIAL SERVICES - ADMINISTRATION	1	19,500	*	*
FUNDRAISING / DEVELOPMENT	1	18,750	*	*
COMPUTER PROGRAMMING	6	26,417	*	*
INFORMATION SYSTEMS	19	29,642	*	*
SYSTEMS ANALYSIS & DESIGN	6	30,499	*	*
ACTUARIAL	1	17,000	*	*
CONSULTING	107	30,048	34,000	26,000
HUMAN RESOURCES	1	20,000	*	*
MANAGEMENT TRAINEE	119	24,991	30,000	20,000

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Economics & Finance (cont.)				
RESEARCH - NONTECHNICAL	3	$23,000	*	*
TEACHING	1	28,000	*	*
HOTEL/RESTAURANT MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	16,600	*	*
FINANCIAL/TREASURY ANALYSIS	1	26,000	*	*
PUBLIC RELATIONS	1	22,000	*	*
BRAND/PRODUCT MANAGEMENT	1	20,400	*	*
DISTRIBUTION	2	30,250	*	*
MARKET RESEARCH	1	20,000	*	*
SALES	6	18,913	*	*
CONSULTING	1	30,000	*	*
HUMAN RESOURCES	1	18,300	*	*
MANAGEMENT TRAINEE	71	20,296	$24,000	$15,600
HUMAN RESOURCES				
UNDERWRITING	1	21,840	*	*
BRAND/PRODUCT MANAGEMENT	2	28,000	*	*
SALES	5	22,958	*	*
MILITARY	1	33,500	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	14,000	*	*
COUNSELING	1	14,400	*	*
SYSTEMS ANALYSIS & DESIGN	1	60,000	*	*
HUMAN RESOURCES	14	24,400	*	*
MANAGEMENT TRAINEE	23	21,017	23,500	16,800
RESEARCH - TECHNICAL	1	16,000	*	*
TEACHING	1	12,000	*	*
MANAGEMENT INFORMATION SYSTEMS				
ACCOUNTING (PRIVATE)	3	26,413	*	*
INVESTMENT BANKING (SALES & TRADING)	1	30,000	*	*
FINANCIAL/TREASURY ANALYSIS	3	35,333	*	*
PUBLIC RELATIONS	1	25,500	*	*
BRAND/PRODUCT MANAGEMENT	6	26,599	*	*
MARKET RESEARCH	1	31,000	*	*
SALES	4	21,875	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	1	28,660	*	*
MILITARY	3	25,000	*	*
DESIGN / CONSTRUCT	1	35,000	*	*
SYSTEMS / PROGRAMMING	1	27,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	2	34,800	*	*
RESEARCH & DEVELOPMENT	1	28,500	*	*
PROJECT ENGINEERING	1	26,000	*	*
OTHER ENGINEERING	1	37,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	54,000	*	*
COMPUTER PROGRAMMING	82	28,369	32,160	22,000
INFORMATION SYSTEMS	78	29,692	34,000	25,000
SYSTEMS ANALYSIS & DESIGN	51	29,526	33,600	27,000
CONSULTING	49	31,302	33,000	29,500
MANAGEMENT TRAINEE	6	$27,350	*	*
RESEARCH - TECHNICAL	1	35,000	*	*
MARKETING/MARKETING MANAGEMENT				
ACCOUNTING (PUBLIC)	2	26,000	*	*
ACCOUNTING (PRIVATE)	7	21,462	*	*
COMMERCIAL BANKING (CONSUMER)	8	23,513	*	*
COMMERCIAL BANKING (LENDING)	14	24,300	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	35,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	27,040	*	*
INVESTMENT BANKING (SALES & TRADING)	4	27,500	*	*
FINANCIAL/TREASURY ANALYSIS	16	25,979	*	*
PORTFOLIO MANAGEMENT	3	26,667	*	*
UNDERWRITING	11	23,883	*	*
INSURANCE - CLAIMS	8	23,843	*	*
DESIGN/GRAPHIC ARTS	2	25,100	*	*
MEDIA PLANNING	6	19,417	*	*
COMMUNICATIONS-PRODUCTION	1	28,000	*	*
PUBLIC RELATIONS	6	23,148	*	*
WRITING / EDITING	2	26,750	*	*
ADVERTISING	6	23,967	*	*
BRAND/PRODUCT MANAGEMENT	44	24,631	$31,000	$19,240
BUYER/MERCHANDISING	105	25,037	29,000	21,000
DISTRIBUTION	18	27,539	*	*
MARKET RESEARCH	30	24,060	31,512	18,000
PURCHASING	3	29,000	*	*
SALES	356	25,507	32,000	18,000
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	3	22,000	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	1	20,100	*	*
MILITARY	4	24,375	*	*
URBAN / REGIONAL PLANNING	2	36,000	*	*
ENVIRONMENTAL/SANITATION	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	1	35,000	*	*
PROJECT ENGINEERING	1	33,800	*	*
ADMINISTRATIVE (HEALTHCARE)	1	30,220	*	*
SOCIAL SERVICES - ADMINISTRATION	3	23,000	*	*
FUNDRAISING / DEVELOPMENT	1	18,500	*	*
COMPUTER PROGRAMMING	4	27,500	*	*
INFORMATION SYSTEMS	1	27,500	*	*
SYSTEMS ANALYSIS & DESIGN	1	27,000	*	*
CONSULTING	17	27,474	*	*
HUMAN RESOURCES	7	21,854	*	*
MANAGEMENT TRAINEE	253	22,902	27,600	18,000
TEACHING	1	22,500	*	*
REAL ESTATE				
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	36,500	*	*
INVESTMENT BANKING (REAL ESTATE)	1	$16,800	*	*
FINANCIAL/TREASURY ANALYSIS	1	32,000	*	*
PORTFOLIO MANAGEMENT	1	22,000	*	*
SALES	3	25,200	*	*
AGRICULTURE/NATURAL RESOURCES	1	17,686	*	*
CONSULTING	3	34,000	*	*
MANAGEMENT TRAINEE	2	24,000	*	*
ADVERTISING				
DESIGN/GRAPHIC ARTS	1	25,000	*	*
MEDIA PLANNING	4	20,250	*	*
COMMUNICATIONS-PRODUCTION	3	20,667	*	*
PUBLIC RELATIONS	1	21,500	*	*
ADVERTISING	15	22,353	*	*
SALES	5	25,520	*	*
SOCIAL SERVICES - ADMINISTRATION	1	12,000	*	*
INFORMATION SYSTEMS	1	16,500	*	*
MANAGEMENT TRAINEE	1	21,996	*	*
RESEARCH - NONTECHNICAL	1	16,500	*	*
COMMUNICATIONS				
ACCOUNTING (PRIVATE)	1	18,000	*	*
COMMERCIAL BANKING (CONSUMER)	1	22,000	*	*
COMMERCIAL BANKING (LENDING)	3	23,000	*	*
FINANCIAL/TREASURY ANALYSIS	3	23,833	*	*
PORTFOLIO MANAGEMENT	2	19,000	*	*
UNDERWRITING	2	21,500	*	*
INSURANCE - CLAIMS	2	17,620	*	*
DESIGN/GRAPHIC ARTS	3	17,333	*	*
MEDIA PLANNING	3	20,833	*	*
REPORTING	5	18,096	*	*
COMMUNICATIONS-PRODUCTION	10	21,140	*	*
PUBLIC RELATIONS	13	21,071	*	*
WRITING / EDITING	5	23,400	*	*
ADVERTISING	2	16,250	*	*
BRAND/PRODUCT MANAGEMENT	4	26,875	*	*
BUYER/MERCHANDISING	3	22,000	*	*
DISTRIBUTION	2	16,250	*	*
MARKET RESEARCH	3	19,334	*	*
SALES	35	24,095	$30,000	$18,000
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	4	19,750	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	1	24,000	*	*
LAW ENFORCEMENT	1	30,000	*	*
MILITARY	1	27,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	18,300	*	*
OTHER HEALTH RELATED	3	18,254	*	*
SOCIAL SERVICES - ADMINISTRATION	5	20,000	*	*
COUNSELING	3	22,700	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Communications (cont.)...				
FUNDRAISING / DEVELOPMENT	2	$17,000	*	*
SOCIAL WORK	2	18,093	*	*
CONSULTING	1	26,000	*	*
HUMAN RESOURCES	3	18,000	*	*
MANAGEMENT TRAINEE	39	22,579	$25,500	$19,800
TEACHING	1	12,015	*	*
JOURNALISM				
ACCOUNTING (PRIVATE)	1	16,000	*	*
COMMERCIAL BANKING (LENDING)	2	31,500	*	*
INSURANCE - CLAIMS	1	14,000	*	*
MEDIA PLANNING	3	22,267	*	*
REPORTING	12	16,988	*	*
COMMUNICATIONS-PRODUCTION	2	17,500	*	*
PUBLIC RELATIONS	3	16,313	*	*
WRITING / EDITING	11	18,518	*	*
ADVERTISING	1	24,000	*	*
BRAND/PRODUCT MANAGEMENT	1	32,000	*	*
BUYER/MERCHANDISING	8	23,125	*	*
MARKET RESEARCH	1	24,000	*	*
SALES	10	20,570	*	*
URBAN / REGIONAL PLANNING	2	23,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	14,560	*	*
SOCIAL SERVICES - ADMINISTRATION	1	20,000	*	*
COUNSELING	1	15,000	*	*
INFORMATION SYSTEMS	1	16,000	*	*
CONSULTING	1	30,000	*	*
MANAGEMENT TRAINEE	8	19,625	*	*
RESEARCH - NONTECHNICAL	2	16,000	*	*
TEACHING	3	19,767	*	*
TELECOMMUNICATIONS/BROADCASTING				
UNDERWRITING	2	23,000	*	*
MEDIA PLANNING	1	25,500	*	*
REPORTING	2	17,500	*	*
COMMUNICATIONS-PRODUCTION	6	18,593	*	*
WRITING / EDITING	1	11,500	*	*
ADVERTISING	1	28,080	*	*
BRAND/PRODUCT MANAGEMENT	1	36,000	*	*
BUYER/MERCHANDISING	6	23,333	*	*
SALES	7	26,200	*	*
OTHER HEALTH RELATED	1	13,000	*	*
INFORMATION SYSTEMS	2	29,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	28,000	*	*
CONSULTING	2	24,950	*	*
MANAGEMENT TRAINEE	1	20,000	*	*
ELEMENTARY EDUCATION				
ACCOUNTING (PRIVATE)	1	18,720	*	*
INSURANCE - CLAIMS	1	16,800	*	*
BUYER/MERCHANDISING	1	29,000	*	*
SALES	1	23,000	*	*
MEDICAL TECHNOLOGY	1	15,600	*	*
OCCUPATIONAL THERAPY	1	$17,680	*	*
SOCIAL SERVICES - ADMINISTRATION	2	15,600	*	*
INFORMATION SYSTEMS	1	20,000	*	*
HUMAN RESOURCES	1/2	18,900	*	*
MANAGEMENT TRAINEE	2	19,550	*	*
PARALEGAL	2	22,000	*	*
TEACHING	219	20,147	$26,000	$13,000
PRE-ELEMENTARY EDUCATION				
SALES	1	11,440	*	*
SOCIAL SERVICES - ADMINISTRATION	1	13,624	*	*
SOCIAL WORK	2	19,000	*	*
TEACHING	26	16,548	21,000	12,846
PHYSICAL EDUCATION				
OTHER HEALTH RELATED	2	24,500	*	*
TEACHING	15	20,907	*	*
SPECIAL EDUCATION				
ACCOUNTING (PRIVATE)	1	14,352	*	*
OTHER HEALTH RELATED	1	32,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	18,500	*	*
TEACHING	48	21,292	26,200	15,500
HUMAN ECOLOGY (HOME ECONOMICS)				
ACCOUNTING (PRIVATE)	1	29,532	*	*
DESIGN/GRAPHIC ARTS	3	18,000	*	*
BUYER/MERCHANDISING	2	24,500	*	*
SALES	1	11,136	*	*
OTHER HEALTH RELATED	8	22,585	*	*
SOCIAL SERVICES - ADMINISTRATION	5	17,456	*	*
SOCIAL WORK	8	17,097	*	*
HUMAN RESOURCES	2	20,900	*	*
MANAGEMENT TRAINEE	13	22,854	*	*
TEACHING	3	19,208	*	*
TEXTILES & CLOTHING				
DESIGN/GRAPHIC ARTS	1	29,000	*	*
BUYER/MERCHANDISING	22	22,023	25,000	20,000
DISTRIBUTION	1	25,000	*	*
SALES	2	12,220	*	*
DESIGN / CONSTRUCT	3	17,688	*	*
PROCESS ENGINEERING	1	30,000	*	*
MANAGEMENT TRAINEE	10	24,050	*	*
MERCHANDISING MANAGEMENT				
COMMERCIAL BANKING (CONSUMER)	1	14,000	*	*
BRAND/PRODUCT MANAGEMENT	2	23,500	*	*
BUYER/MERCHANDISING	4	22,050	*	*
SALES	1	24,000	*	*
MANAGEMENT TRAINEE	7	21,029	*	*
FOREIGN LANGUAGES				
INSURANCE - CLAIMS	1	$20,000	*	*
MEDIA PLANNING	1	24,000	*	*
BRAND/PRODUCT MANAGEMENT	1	17,500	*	*
BUYER/MERCHANDISING	1	20,000	*	*
PURCHASING	1	25,000	*	*
SALES	1	14,000	*	*
LAW ENFORCEMENT	1	27,000	*	*
MILITARY	1	23,000	*	*
OTHER ENGINEERING	1	36,200	*	*
COUNSELING	1	31,000	*	*
FUNDRAISING / DEVELOPMENT	1	18,000	*	*
COMPUTER PROGRAMMING	2	24,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	31,000	*	*
CONSULTING	1	18,000	*	*
HUMAN RESOURCES	2	16,000	*	*
MANAGEMENT TRAINEE	4	25,250	*	*
TEACHING	5	25,412	*	*
LETTERS				
ACCOUNTING (PUBLIC)	1	24,000	*	*
COMMERCIAL BANKING (CONSUMER)	4	24,250	*	*
COMMERCIAL BANKING (LENDING)	2	20,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	32,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	25,000	*	*
FINANCIAL/TREASURY ANALYSIS	4	26,625	*	*
UNDERWRITING	5	22,504	*	*
INSURANCE - CLAIMS	1	17,500	*	*
DESIGN/GRAPHIC ARTS	1	22,000	*	*
MEDIA PLANNING	2	23,000	*	*
REPORTING	4	18,875	*	*
COMMUNICATIONS-PRODUCTION	1	18,000	*	*
PUBLIC RELATIONS	3	18,000	*	*
WRITING / EDITING	6	24,300	*	*
ADVERTISING	3	18,333	*	*
BRAND/PRODUCT MANAGEMENT	1	22,000	*	*
BUYER/MERCHANDISING	2	22,500	*	*
DISTRIBUTION	1	32,000	*	*
MARKET RESEARCH	3	19,333	*	*
SALES	13	22,578	*	*
GOVT-EXECUTIVE, LEGISLATIVE, & GENERAL	3	17,500	*	*
PROCESS ENGINEERING	1	35,400	*	*
ADMINISTRATIVE (HEALTHCARE)	1	11,440	*	*
OTHER HEALTH RELATED	1	19,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	20,000	*	*
COUNSELING	2	14,500	*	*
FUNDRAISING / DEVELOPMENT	1	12,000	*	*
COMPUTER PROGRAMMING	1	24,000	*	*
INFORMATION SYSTEMS	2	26,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Letters (cont.)				
AGRICULTURE/NATURAL RESOURCES	1	$16,000	*	*
CONSULTING	3	22,933	*	*
HUMAN RESOURCES	1	13,200	*	*
MANAGEMENT TRAINEE	13	19,615	*	*
PARALEGAL	2	20,000	*	*
RESEARCH - NONTECHNICAL	1	15,000	*	*
TEACHING	17	19,756	*	*
VISUAL & PERFORMING ARTS				
ACCOUNTING (PUBLIC)	1	21,300	*	*
UNDERWRITING	1	23,800	*	*
DESIGN/GRAPHIC ARTS	17	20,018	*	*
PUBLIC RELATIONS	2	20,240	*	*
SALES	5	19,012	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	21,000	*	*
OTHER ENGINEERING	1	29,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	12,680	*	*
COUNSELING	1	18,000	*	*
ARCHITECTURE	1	13,500	*	*
CONSULTING	1	35,000	*	*
HUMAN RESOURCES	1	16,000	*	*
MANAGEMENT TRAINEE	3	17,933	*	*
TEACHING	16	22,173	*	*
HUMANITIES - OTHER				
ACCOUNTING (PRIVATE)	2	28,240	*	*
COMMERCIAL BANKING (CONSUMER)	1	20,000	*	*
COMMERCIAL BANKING (LENDING)	1	18,000	*	*
FINANCIAL/TREASURY ANALYSIS	1	36,000	*	*
PORTFOLIO MANAGEMENT	1	24,000	*	*
UNDERWRITING	1	20,000	*	*
DESIGN/GRAPHIC ARTS	2	18,000	*	*
PUBLIC RELATIONS	3	29,732	*	*
WRITING / EDITING	2	27,078	*	*
BUYER/MERCHANDISING	3	24,333	*	*
SALES	14	22,000	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	15,000	*	*
LAW ENFORCEMENT	3	33,453	*	*
MILITARY	2	21,500	*	*
MANUFACTURING/INDUSTRIAL	1	23,800	*	*
OTHER ENGINEERING	1	58,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
OTHER HEALTH RELATED	1	22,000	*	*
SOCIAL SERVICES - ADMINISTRATIVE	2	26,022	*	*
COUNSELING	2	17,500	*	*
COMPUTER PROGRAMMING	1	21,996	*	*
INFORMATION SYSTEMS	1	29,700	*	*
SYSTEMS ANALYSIS & DESIGN	1	33,672	*	*
AGRICULTURE/NATURAL RESOURES	1	$12,000	*	*
HUMAN RESOURCES	2	46,500	*	*
MANAGEMENT TRAINEE	13	22,285	*	*
PARALEGAL	3	23,000	*	*
TEACHING	4	25,875	*	*
CRIMINAL JUSTICE				
INSURANCE - CLAIMS	1	20,000	*	*
BUYER/MERCHANDISING	2	22,500	*	*
SALES	1	10,800	*	*
LAW ENFORCEMENT	16	21,634	*	*
MILITARY	2	24,750	*	*
NATIONAL SECURITY	1	21,000	*	*
URBAN / REGIONAL PLANNING	2	26,000	*	*
OTHER HEALTH RELATED	1	12,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	25,000	*	*
COUNSELING	1	15,000	*	*
SOCIAL WORK	1	21,000	*	*
CONSULTING	2	24,750	*	*
MANAGEMENT TRAINEE	1	21,000	*	*
PARALEGAL	1	18,000	*	*
RESEARCH - TECHNICAL	1	30,000	*	*
HISTORY				
COMMERCIAL BANKING (CONSUMER)	3	24,167	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	36,000	*	*
FINANCIAL/TREASURY ANALYSIS	3	33,000	*	*
PORTFOLIO MANAGEMENT	2	21,000	*	*
INSURANCE - CLAIMS	2	18,000	*	*
REPORTING	1	18,000	*	*
WRITING / EDITING	1	20,800	*	*
ADVERTISING	1	31,250	*	*
BUYER/MERCHANDISING	1	15,000	*	*
DISTRIBUTION	1	22,100	*	*
SALES	7	18,014	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	22,500	*	*
ECONOMIC PROGRAMS	1	22,000	*	*
MILITARY	5	25,320	*	*
PROCESS ENGINEERING	1	15,000	*	*
COUNSELING	1	20,000	*	*
SOCIAL WORK	3	24,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	27,000	*	*
CONSULTING	4	28,075	*	*
MANAGEMENT TRAINEE	8	24,601	*	*
PARALEGAL	5	21,200	*	*
TEACHING	9	20,578	*	*
POLITICAL SCIENCE/GOVERNMENT				
ACCOUNTING (PUBLIC)	2	32,750	*	*
ACCOUNTING (PRIVATE)	1	22,900	*	*
COMMERCIAL BANKING (CONSUMER)	2	$31,250	*	*
COMMERCIAL BANKING (LENDING)	1	26,500	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	32,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	32,000	*	*
FINANCIAL/TREASURY ANALYSIS	9	31,800	*	*
PORTFOLIO MANAGEMENT	2	22,500	*	*
UNDERWRITING	2	26,680	*	*
INSURANCE - CLAIMS	8	21,838	*	*
PUBLIC RELATIONS	3	17,333	*	*
WRITING / EDITING	1	20,000	*	*
BRAND/PRODUCT MANAGEMENT	2	22,500	*	*
BUYER/MERCHANDISING	4	23,900	*	*
DISTRIBUTION	2	24,000	*	*
SALES	13	25,146	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	7	20,429	*	*
ECONOMIC PROGRAMS	1	23,400	*	*
LAW ENFORCEMENT	3	24,920	*	*
MILITARY	4	23,000	*	*
POWER SYSTEMS	1	18,000	*	*
PROJECT ENGINEERING	2	34,000	*	*
OTHER ENGINEERING	1	34,200	*	*
SOCIAL SERVICES - ADMINISTRATION	2	17,075	*	*
COUNSELING	1	20,000	*	*
FUNDRAISING / DEVELOPMENT	2	12,000	*	*
SOCIAL WORK	1	21,000	*	*
COMPUTER PROGRAMMING	1	21,000	*	*
INFORMATION SYSTEMS	1	32,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	25,370	*	*
CONSULTING	8	30,438	*	*
HUMAN RESOURCES	4	24,900	*	*
MANAGEMENT TRAINEE	20	22,718	$30,000	$13,000
PARALEGAL	5	22,720	*	*
RESEARCH - NONTECHNICAL	2	18,860	*	*
TEACHING	4	28,750	*	*
PSYCHOLOGY				
ACCOUNTING (PRIVATE)	1	23,600	*	*
FINANCIAL/TREASURY ANALYSIS	2	20,500	*	*
UNDERWRITING	2	24,500	*	*
INSURANCE - CLAIMS	2	20,750	*	*
COMMUNICATIONS-PRODUCTION	1	20,000	*	*
PUBLIC RELATIONS	5	18,736	*	*
WRITING / EDITING	1	19,500	*	*
BRAND/PRODUCT MANAGEMENT	4	20,250	*	*
BUYER/MERCHANDISING	3	22,667	*	*
MARKET RESEARCH	1	22,000	*	*
SALES	18	25,239	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	3	23,397	*	*
MILITARY	1	18,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Psychology (cont.)				
RESEARCH & DEVELOPMENT	1	$26,000	*	*
OTHER ENGINEERING	1	24,000	*	*
ADMINISTRATIVE (HEALTHCARE)	5	20,340	*	*
NURSES / PERSONAL CARE	1	10,000	*	*
PHYSICAL THERAPY	2	13,250	*	*
OTHER HEALTH RELATED	7	14,019	*	*
SOCIAL SERVICES - ADMINISTRATION	5	20,020	*	*
COUNSELING	33	18,357	$24,000	$13,000
FUNDRAISING / DEVELOPMENT	1	15,000	*	*
SOCIAL WORK	10	18,751	*	*
INFORMATION SYSTEMS	1	17,000	*	*
CONSULTING	1	12,000	*	*
HUMAN RESOURCES	7	22,743	*	*
MANAGEMENT TRAINEE	20	23,412	30,000	18,000
MATH/STATISTICIANS	1	22,000	*	*
PARALEGAL	1	14,000	*	*
RESEARCH - NONTECHNICAL	2	20,500	*	*
TEACHING	4	21,000	*	*
SOCIOLOGY				
COMMERCIAL BANKING (CONSUMER)	1	24,000	*	*
COMMERCIAL BANKING (LENDING)	1	26,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	21,000	*	*
FINANCIAL/TREASURY ANALYSIS	1	33,000	*	*
UNDERWRITING	1	16,350	*	*
INSURANCE - CLAIMS	1	30,000	*	*
MEDIA PLANNING	1	15,000	*	*
COMMUNICATIONS-PRODUCTION	1	15,000	*	*
BUYER/MERCHANDISING	1	22,500	*	*
SALES	5	24,400	*	*
LAW ENFORCEMENT	1	26,000	*	*
PHYSICAL THERAPY	1	27,500	*	*
OTHER HEALTH RELATED	2	23,000	*	*
SOCIAL SERVICES - ADMINISTRATION	3	17,028	*	*
COUNSELING	6	22,650	*	*
FUNDRAISING / DEVELOPMENT	1	14,500	*	*
SOCIAL WORK	6	19,090	*	*
COMPUTER PROGRAMMING	1	29,000	*	*
ACTUARIAL	1	17,000	*	*
MANAGEMENT TRAINEE	7	20,543	*	*
TEACHING	1	13,000	*	*
SOCIAL SCIENCES-OTHER				
UNDERWRITING	4	25,000	*	*
INSURANCE - CLAIMS	2	19,427	*	*
PUBLIC RELATIONS	2	19,375	*	*
WRITING / EDITING	1	27,300	*	*
ADVERTISING	1	25,500	*	*
BRAND/PRODUCT MANAGEMENT	2	22,500	*	*
BUYER/MERCHANDISING	9	23,389	*	*
DISTRIBUTION	1	$28,000	*	*
MARKET RESEARCH	1	20,000	*	*
SALES	33	25,776	$30,000	$16,800
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	2	20,000	*	*
ECONOMIC PROGRAMS	1	19,750	*	*
LAW ENFORCEMENT	6	23,956	*	*
MILITARY	1	21,000	*	*
URBAN / REGIONAL PLANNING	2	19,953	*	*
TESTING	1	29,000	*	*
PROJECT ENGINEERING	1	30,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	19,000	*	*
OTHER HEALTH RELATED	4	15,625	*	*
SOCIAL SERVICES - ADMINISTRATION	11	20,542	*	*
COUNSELING	7	16,294	*	*
FUNDRAISING / DEVELOPMENT	1	12,000	*	*
SOCIAL WORK	9	19,612	*	*
COMPUTER PROGRAMMING	2	29,500	*	*
INFORMATION SYSTEMS	1	17,900	*	*
CONSULTING	3	14,667	*	*
HUMAN RESOURCES	1	16,000	*	*
MANAGEMENT TRAINEE	13	22,769	*	*
PARALEGAL	1	21,000	*	*
RESEARCH - NONTECHNICAL	1	23,000	*	*
TEACHING	11	22,627	*	*
AEROSPACE & AERONAUTICAL ENGINEERING				
SALES	2	25,300	*	*
MILITARY	1	28,000	*	*
DESIGN / CONSTRUCT	16	31,514	*	*
ENVIRONMENTAL/SANITATION	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	5	33,576	*	*
SYSTEMS / PROGRAMMING	9	31,987	*	*
POWER SYSTEMS	2	27,500	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	30,510	*	*
RESEARCH & DEVELOPMENT	1	35,000	*	*
TESTING	10	31,516	*	*
PROCESS ENGINEERING	1	36,500	*	*
PROJECT ENGINEERING	5	33,026	*	*
OTHER ENGINEERING	15	32,120	*	*
INFORMATION SYSTEMS	4	30,750	*	*
CONSULTING	5	34,400	*	*
MANAGEMENT TRAINEE	1	19,200	*	*
AGRICULTURAL ENGINEERING				
DESIGN / CONSTRUCT	3	28,167	*	*
ENVIRONMENTAL/SANITATION	2	29,065	*	*
PROCESS ENGINEERING	1	39,000	*	*
PROJECT ENGINEERING	1	28,000	*	*
OTHER ENGINEERING	3	31,833	*	*
AGRICULTURE/NATURAL RESOURCES	4	32,500	*	*
ARCHITECTURAL ENGINEERING				
DESIGN / CONSTRUCT	21	$27,387	$30,000	$24,000
PROJECT ENGINEERING	4	31,873	*	*
OTHER ENGINEERING	3	29,967	*	*
MANAGEMENT TRAINEE	1	35,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
RESEARCH & DEVELOPMENT	1	33,000	*	*
OTHER ENGINEERING	5	32,540	*	*
OTHER HEALTH RELATED	1	12,000	*	*
CONSULTING	5	30,800	*	*
RESEARCH - TECHNICAL	1	23,650	*	*
CHEMICAL ENGINEERING				
BRAND/PRODUCT MANAGEMENT	1	42,000	*	*
SALES	9	37,398	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	23,835	*	*
BIOENGINEERING	1	41,000	*	*
DESIGN / CONSTRUCT	15	39,129	*	*
ENVIRONMENTAL/SANITATION	21	37,266	41,000	32,500
MANUFACTURING/INDUSTRIAL	42	39,594	42,500	36,000
SYSTEMS / PROGRAMMING	2	34,750	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	38,267	*	*
RESEARCH & DEVELOPMENT	41	40,544	42,780	39,000
TESTING	3	40,433	*	*
PROCESS ENGINEERING	341	40,258	42,600	37,000
PROJECT ENGINEERING	24	40,021	41,500	38,500
OTHER ENGINEERING	86	39,500	42,600	35,000
PHARMACIST	1	34,000	*	*
OTHER HEALTH RELATED	1	41,000	*	*
CONSULTING	8	32,363	*	*
MANAGEMENT TRAINEE	6	40,000	*	*
RESEARCH - TECHNICAL	2	31,500	*	*
CIVIL ENGINEERING				
PUBLIC RELATIONS	1	30,420	*	*
SALES	2	31,500	*	*
MILITARY	1	23,000	*	*
URBAN / REGIONAL PLANNING	1	27,000	*	*
DESIGN / CONSTRUCT	271	28,662	31,500	25,000
ENVIRONMENTAL/SANITATION	42	31,262	36,000	27,000
MANUFACTURING/INDUSTRIAL	3	35,600	*	*
POWER SYSTEMS	2	32,750	*	*
RESEARCH & DEVELOPMENT	5	28,110	*	*
TESTING	7	28,265	*	*
PROCESS ENGINEERING	1	33,960	*	*
PROJECT ENGINEERING	60	30,147	35,600	26,400
OTHER ENGINEERING	81	28,947	31,000	26,000
INDUSTRIAL HYGIENE	1	29,000	*	*
CONSULTING	33	29,395	32,100	26,000
HUMAN RESOURCES	1	45,000	*	*
MANAGEMENT TRAINEE	2	30,200	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
COMPUTER ENGINEERING				
COMMERCIAL BANKING (CONSUMER)	1	$33,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	19,000	*	*
SALES	4	31,550	*	*
LAW ENFORCEMENT	1	28,000	*	*
NATIONAL SECURITY	3	36,600	*	*
DESIGN / CONSTRUCT	4	34,500	*	*
SYSTEMS / PROGRAMMING	34	33,328	$40,000	$27,997
SOFTWARE DESIGN & DEVELOPMENT	86	34,154	38,000	28,800
HARDWARE DESIGN & DEVELOPMENT	38	36,271	38,500	35,000
RESEARCH & DEVELOPMENT	4	36,005	*	*
TESTING	3	31,833	*	*
PROCESS ENGINEERING	2	35,500	*	*
PROJECT ENGINEERING	3	35,333	*	*
OTHER ENGINEERING	53	35,499	38,500	32,000
COUNSELING	1	35,000	*	*
COMPUTER PROGRAMMING	36	29,892	35,500	22,996
INFORMATION SYSTEMS	17	33,413	*	*
SYSTEMS ANALYSIS & DESIGN	31	32,423	35,940	27,789
CONSULTING	15	32,432	*	*
ELECTRICAL/ELECTRONIC ENGINEERING				
COMMERCIAL BANKING (LENDING)	3	34,960	*	*
COMMUNICATIONS-PRODUCTION	1	29,500	*	*
SALES	30	32,815	37,200	29,200
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	1	29,530	*	*
BIOENGINEERING	1	35,000	*	*
DESIGN / CONSTRUCT	72	33,113	36,700	28,000
MANUFACTURING/INDUSTRIAL	84	34,681	38,500	29,600
SYSTEMS / PROGRAMMING	57	32,895	37,680	27,000
POWER SYSTEMS	85	34,474	37,000	30,000
SOFTWARE DESIGN & DEVELOPMENT	46	34,720	38,000	31,000
HARDWARE DESIGN & DEVELOPMENT	121	35,903	38,400	33,500
RESEARCH & DEVELOPMENT	28	34,541	37,750	30,000
TESTING	26	34,094	37,300	28,476
PROCESS ENGINEERING	12	35,883	*	*
PROJECT ENGINEERING	84	35,083	39,500	30,000
OTHER ENGINEERING	274	33,993	38,000	28,476
COMPUTER PROGRAMMING	14	34,000	*	*
INFORMATION SYSTEMS	12	32,882	*	*
SYSTEMS ANALYSIS & DESIGN	9	31,387	*	*
ARCHITECTURE	1	24,000	*	*
CONSULTING	39	32,821	36,000	29,000
MANAGEMENT TRAINEE	7	34,400	*	*
TEACHING	1	31,000	*	*
ENIVRONMENTAL ENGINEERING				
ENVIRONMENTAL/SANITATION	3	27,264	*	*
OTHER ENGINEERING	3	$35,875	*	*
INDUSTRIAL ENGINEERING				
COMMERCIAL BANKING (LENDING)	1	31,000	*	*
FINANCIAL/TREASURY ANALYSIS	9	35,267	*	*
UNDERWRITING	1	32,500	*	*
INSURANCE - CLAIMS	1	29,000	*	*
PUBLIC RELATIONS	2	33,000	*	*
BUYER/MERCHANDISING	1	33,240	*	*
DISTRIBUTION	1	36,000	*	*
MARKET RESEARCH	3	39,000	*	*
SALES	10	32,845	*	*
DESIGN / CONSTRUCT	3	32,033	*	*
ENVIRONMENTAL/SANITATION	3	30,168	*	*
MANUFACTURING/INDUSTRIAL	98	33,159	$36,240	$28,500
SYSTEMS / PROGRAMMING	15	33,252	*	*
POWER SYSTEMS	1	35,880	*	*
SOFTWARE DESIGN & DEVELOPMENT	2	35,000	*	*
HARDWARE DESIGN & DEVELOPMENT	1	30,000	*	*
RESEARCH & DEVELOPMENT	3	29,867	*	*
TESTING	3	35,667	*	*
PROCESS ENGINEERING	4	30,250	*	*
PROJECT ENGINEERING	13	34,875	*	*
OTHER ENGINEERING	80	32,434	36,400	27,000
ADMINISTRATIVE (HEALTHCARE)	1	33,000	*	*
COUNSELING	1	31,000	*	*
COMPUTER PROGRAMMING	1	33,000	*	*
INFORMATION SYSTEMS	27	31,815	35,500	28,000
SYSTEMS ANALYSIS & DESIGN	4	30,750	*	*
AGRICULTURE/NATURAL RESOURCES	1	29,000	*	*
CONSULTING	79	32,910	37,000	30,000
MANAGEMENT TRAINEE	12	32,308	*	*
MECHANICAL ENGINEERING				
INSURANCE - CLAIMS	1	32,500	*	*
COMMUNICATIONS-PRODUCTION	1	38,400	*	*
ADVERTISING	1	30,000	*	*
BRAND/PRODUCT MANAGEMENT	2	36,600	*	*
DISTRIBUTION	1	24,000	*	*
MARKET RESEARCH	1	36,000	*	*
SALES	30	32,390	36,000	25,000
MILITARY	5	29,895	*	*
URBAN / REGIONAL PLANNING	1	40,000	*	*
BIOENGINEERING	1	25,000	*	*
DESIGN / CONSTRUCT	178	33,783	38,500	28,000
ENVIRONMENTAL/SANITATION	13	28,521	*	*
MANUFACTURING/INDUSTRIAL	298	35,484	39,000	32,000
SYSTEMS / PROGRAMMING	21	33,857	36,000	31,500
POWER SYSTEMS	34	35,359	37,200	33,240
SOFTWARE DESIGN & DEVELOPMENT	3	34,800	*	*
HARDWARE DESIGN & DEVELOPMENT	25	$35,421	$38,400	$32,000
RESEARCH & DEVELOPMENT	29	34,416	37,560	30,000
TESTING	14	34,959	*	*
PROCESS ENGINEERING	29	36,930	40,000	34,000
PROJECT ENGINEERING	158	35,465	40,000	30,000
OTHER ENGINEERING	297	34,345	38,300	30,000
MEDICAL TECHNOLOGY	1	35,000	*	*
OTHER HEALTH RELATED	1	31,250	*	*
SOCIAL SERVICES - ADMINISTRATION	1	33,600	*	*
COUNSELING	1	31,000	*	*
COMPUTER PROGRAMMING	3	32,333	*	*
SYSTEMS ANALYSIS & DESIGN	3	30,417	*	*
CONSULTING	34	32,656	36,000	30,000
MANAGEMENT TRAINEE	11	28,724	*	*
RESEARCH - TECHNICAL	2	36,000	*	*
TEACHING	1	15,600	*	*
METALLURGICAL ENGINEERING				
COMMUNICATIONS-PRODUCTION	1	34,560	*	*
MARKET RESEARCH	1	33,000	*	*
DESIGN / CONSTRUCT	4	33,146	*	*
MANUFACTURING/INDUSTRIAL	27	34,243	37,891	31,000
SOFTWARE DESIGN & DEVELOPMENT	1	33,960	*	*
RESEARCH & DEVELOPMENT	4	32,125	*	*
TESTING	3	29,740	*	*
PROCESS ENGINEERING	9	34,613	*	*
PROJECT ENGINEERING	10	36,510	*	*
OTHER ENGINEERING	21	32,753	36,000	28,500
COMPUTER PROGRAMMING	1	38,400	*	*
CONSULTING	1	38,500	*	*
HUMAN RESOURCES	1	33,600	*	*
MANAGEMENT TRAINEE	2	36,000	*	*
RESEARCH - TECHNICAL	1	35,000	*	*
MINING (INCL GEOLOGICAL) ENGINEERING				
DESIGN / CONSTRUCT	8	33,685	*	*
ENVIRONMENTAL/SANITATION	12	31,300	*	*
MANUFACTURING/INDUSTRIAL	2	36,600	*	*
PROCESS ENGINEERING	1	24,000	*	*
PROJECT ENGINEERING	6	29,367	*	*
OTHER ENGINEERING	8	31,950	*	*
MANAGEMENT TRAINEE	1	34,800	*	*
NUCLEAR ENGINEERING				
FINANCIAL/TREASURY ANALYSIS	1	31,500	*	*
DESIGN / CONSTRUCT	1	36,000	*	*
ENVIRONMENTAL/SANITATION	1	33,500	*	*
POWER SYSTEMS	1	34,200	*	*
TESTING	1	35,000	*	*
OTHER ENGINEERING	7	35,607	*	*
COMPUTER PROGRAMMING	1	31,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
PETROLEUM ENGINEERING				
INVESTMENT BANKING (CORPORATE FINANCE)	1	$36,000	*	*
MARKET RESEARCH	1	30,000	*	*
DESIGN / CONSTRUCT	4	37,700	*	*
ENVIRONMENTAL/SANITATION	1	43,200	*	*
PROCESS ENGINEERING	3	39,867	*	*
PROJECT ENGINEERING	15	38,327	*	*
OTHER ENGINEERING	14	39,379	*	*
TEXTILE ENGINEERING				
PROJECT ENGINEERING	2	37,900	*	*
OTHER ENGINEERING	2	36,250	*	*
ENGINEERING TECHNOLOGY				
DESIGN/GRAPHIC ARTS	3	19,907	*	*
COMMUNICATIONS-PRODUCTION	1	26,500	*	*
SALES	3	27,797	*	*
URBAN / REGIONAL PLANNING	1	11,440	*	*
DESIGN / CONSTRUCT	28	25,478	$32,000	$20,000
ENVIRONMENTAL/SANITATION	1	29,000	*	*
MANUFACTURING/INDUSTRIAL	18	27,951	*	*
SYSTEMS / PROGRAMMING	2	27,020	*	*
POWER SYSTEMS	4	26,422	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	26,500	*	*
HARDWARE DESIGN & DEVELOPMENT	3	32,000	*	*
RESEARCH & DEVELOPMENT	2	35,300	*	*
TESTING	4	34,125	*	*
PROCESS ENGINEERING	1	36,000	*	*
PROJECT ENGINEERING	9	33,090	*	*
OTHER ENGINEERING	31	29,092	36,000	20,000
COMPUTER PROGRAMMING	3	33,733	*	*
CONSULTING	1	30,000	*	*
MANAGEMENT TRAINEE	1	22,000	*	*
RESEARCH - TECHNICAL	1	33,500	*	*
INDUSTRIAL TECHNOLOGY				
MANUFACTURING/INDUSTRIAL	3	29,700	*	*
SYSTEMS / PROGRAMMING	1	31,800	*	*
RESEARCH & DEVELOPMENT	1	24,000	*	*
PROJECT ENGINEERING	2	30,300	*	*
OTHER ENGINEERING	3	29,871	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
MANAGEMENT TRAINEE	1	30,000	*	*
AGRIBUSINESS				
COMMERCIAL BANKING (CONSUMER)	1	21,000	*	*
COMMERCIAL BANKING (LENDING)	2	24,000	*	*
ADVERTISING	1	18,000	*	*
BRAND/PRODUCT MANAGEMENT	1	14,400	*	*
BUYER/MERCHANDISING	2	32,600	*	*
MARKET RESEARCH	1	24,000	*	*
SALES	6	$25,333	*	*
PROJECT ENGINEERING	1	25,000	*	*
AGRICULTURE/NATURAL RESOURCES	11	20,977	*	*
MANAGEMENT TRAINEE	10	21,210	*	*
RESEARCH - TECHNICAL	1	21,000	*	*
ANIMAL SCIENCES				
FINANCIAL/TREASURY ANALYSIS	1	30,000	*	*
SALES	1	25,000	*	*
MILITARY	1	23,100	*	*
RESEARCH & DEVELOPMENT	1	24,000	*	*
AGRICULTURE/NATURAL RESOURCES	10	17,727	*	*
MANAGEMENT TRAINEE	10	21,850	*	*
PLANT SCIENCES				
PURCHASING	1	30,000	*	*
OTHER ENGINEERING	1	25,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	20,000	*	*
NATURAL RESOURCES				
SALES	1	25,000	*	*
BIOENGINEERING	1	20,000	*	*
ENVIRONMENTAL/SANITATION	1	25,760	*	*
AGRICULTURE/NATURAL RESOURCES	15	20,643	*	*
CONSULTING	1	16,000	*	*
OTHER AGRICULTURAL SCIENCES				
PUBLIC RELATIONS	1	30,000	*	*
BRAND/PRODUCT MANAGEMENT	1	27,000	*	*
SALES	2	28,780	*	*
ENVIRONMENTAL/SANITATION	1	18,500	*	*
RESEARCH & DEVELOPMENT	1	35,000	*	*
PROJECT ENGINEERING	2	36,250	*	*
OTHER ENGINEERING	1	36,500	*	*
OTHER HEALTH RELATED	1	18,000	*	*
AGRICULTURE/NATURAL RESOURCES	7	21,643	*	*
MANAGEMENT TRAINEE	3	22,533	*	*
COMPUTER SCIENCE				
ACCOUNTING (PRIVATE)	1	22,000	*	*
COMMERCIAL BANKING (CONSUMER)	1	28,700	*	*
INVESTMENT BANKING (SALES & TRADING)	1	32,000	*	*
FINANCIAL/TREASURY ANALYSIS	3	28,400	*	*
MEDIA PLANNING	1	31,500	*	*
PUBLIC RELATIONS	1	14,560	*	*
MARKET RESEARCH	1	38,000	*	*
SALES	2	12,750	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, & GENERAL	1	33,000	*	*
DESIGN / CONSTRUCT	2	$32,720	*	*
MANUFACTURING/INDUSTRIAL	2	35,000	*	*
SYSTEMS / PROGRAMMING	21	31,793	$35,000	$29,000
SOFTWARE DESIGN & DEVELOPMENT	64	33,585	37,200	27,600
HARDWARE DESIGN & DEVELOPMENT	5	31,600	*	*
RESEARCH & DEVELOPMENT	3	28,000	*	*
TESTING	2	28,746	*	*
PROCESS ENGINEERING	1	28,500	*	*
PROJECT ENGINEERING	1	33,000	*	*
OTHER ENGINEERING	36	32,386	37,100	24,000
COMPUTER PROGRAMMING	205	29,594	35,100	24,000
INFORMATION SYSTEMS	67	31,536	37,000	25,500
SYSTEMS ANALYSIS & DESIGN	90	31,914	37,000	25,000
CONSULTING	73	32,670	35,000	30,000
MANAGEMENT TRAINEE	4	26,025	*	*
RESEARCH - NONTECHNICAL	2	37,000	*	*
COMPUTER PROGRAMMING				
BUYER/MERCHANDISING	1	25,500	*	*
MANUFACTURING/INDUSTRIAL	1	40,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	4	36,750	*	*
RESEARCH & DEVELOPMENT	1	35,000	*	*
TESTING	1	30,000	*	*
OTHER ENGINEERING	3	35,200	*	*
COMPUTER PROGRAMMING	16	27,041	*	*
INFORMATION SYSTEMS	1	33,700	*	*
SYSTEMS ANALYSIS & DESIGN	6	30,533	*	*
CONSULTING	1	35,000	*	*
RESEARCH - TECHNICAL	1	26,000	*	*
INFORMATION SCIENCES				
ACCOUNTING (PRIVATE)	1	23,000	*	*
COMMERCIAL BANKING (CONSUMER)	2	20,500	*	*
INVESTMENT BANKING (REAL ESTATE)	1	29,000	*	*
SALES	3	29,999	*	*
MILITARY	1	20,000	*	*
SYSTEMS / PROGRAMMING	2	30,750	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	28,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
COMPUTER PROGRAMMING	39	28,810	33,000	20,245
INFORMATION SYSTEMS	41	29,503	34,000	25,000
SYSTEMS ANALYSIS & DESIGN	22	30,605	33,996	28,000
CONSULTING	14	32,536	*	*
MANAGEMENT TRAINEE	4	27,125	*	*
SYSTEMS ANALYSIS				
HARDWARE DESIGN & DEVELOPMENT	1	36,140	*	*
INFORMATION SYSTEMS	2	31,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	31,720	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ALLIED HEALTH				
ADMINISTRATIVE (HEALTHCARE)	1	$24,000	*	*
MEDICAL TECHNOLOGY	13	24,894	*	*
OCCUPATIONAL THERAPY	10	28,586	*	*
PHYSICAL THERAPY	6	28,833	*	*
OTHER HEALTH RELATED	6	25,200	*	*
HEALTH SCIENCES				
ADMINISTRATIVE (HEALTHCARE)	2	16,800	*	*
INDUSTRIAL HYGIENE	1	21,069	*	*
MEDICAL TECHNOLOGY	1	27,000	*	*
NURSES / PERSONAL CARE	3	25,667	*	*
PHYSICAL THERAPY	1	45,000	*	*
OTHER HEALTH RELATED	16	23,119	*	*
COUNSELING	1	19,000	*	*
RESEARCH - TECHNICAL	2	18,000	*	*
TEACHING	3	19,033	*	*
NURSING				
MILITARY	1	36,000	*	*
NURSES / PERSONAL CARE	132	31,845	$40,000	$24,960
PHARMACY				
PHARMACIST	77	42,796	48,000	36,621
ACTUARIAL				
BUYER/MERCHANDISING	1	28,000	*	*
ACTUARIAL	21	33,299	35,800	31,600
CONSULTING	2	34,900	*	*
ARCHITECTURAL & ENVIIRONMENTAL DESIGN				
DESIGN/GRAPHIC ARTS	3	19,667	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	25,200	*	*
URBAN / REGIONAL PLANNING	4	28,729	*	*
DESIGN / CONSTRUCT	7	24,323	*	*
PROJECT ENGINEERING	1	27,500	*	*
COMPUTER PROGRAMMING	1	30,000	*	*
ARCHITECTURE	16	21,761	*	*
MANAGEMENT TRAINEE	3	25,667	*	*
BIOLOGICAL SCIENCES				
FINANCIAL/TREASURY ANALYSIS	1	31,000	*	*
SALES	6	21,833	*	*
LAW ENFORCEMENT	1	22,400	*	*
BIOENGINEERING	1	33,000	*	*
DESIGN / CONSTRUCT	1	36,000	*	*
ENVIRONMENTAL/SANITATION	1	21,500	*	*
MANUFACTURING/INDUSTRIAL	1	26,000	*	*
RESEARCH & DEVELOPMENT	3	22,167	*	*
PROCESS ENGINEERING	1	20,400	*	*
MEDICAL TECHNOLOGY	3	21,400	*	*
PHYSICAL THERAPY	3	14,960	*	*
OTHER HEALTH RELATED	9	23,283	*	*
FUNDRAISING / DEVELOPMENT	1	13,800	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
AGRICULTURE/NATURAL RESOURCES	3	$18,155	*	*
CONSULTING	2	21,780	*	*
MANAGEMENT TRAINEE	5	23,100	*	*
RESEARCH - NONTECHNICAL	1	24,000	*	*
RESEARCH - TECHNICAL	9	22,878	*	*
TEACHING	7	20,041	*	*
CHEMISTRY				
SALES	7	31,271	*	*
ENVIRONMENTAL/SANITATION	5	27,824	*	*
MANUFACTURING/INDUSTRIAL	1	28,350	*	*
RESEARCH & DEVELOPMENT	10	29,997	*	*
TESTING	2	27,100	*	*
PROCESS ENGINEERING	6	29,214	*	*
MEDICAL TECHNOLOGY	1	32,000	*	*
OTHER HEALTH RELATED	1	22,000	*	*
RESEARCH - TECHNICAL	13	30,708	*	*
TEACHING	1	24,000	*	*
GEOLOGY & GEOLOGICAL SCIENCES				
SALES	1	24,960	*	*
URBAN / REGIONAL PLANNING	1	35,000	*	*
ENVIRONMENTAL/SANITATION	1	21,000	*	*
SYSTEMS / PROGRAMMING	1	20,800	*	*
PROJECT ENGINEERING	3	32,667	*	*
RESEARCH - TECHNICAL	1	24,000	*	*
MATHEMATICS				
ACCOUNTING (PRIVATE)	1	15,000	*	*
COMMERCIAL BANKING (CONSUMER)	4	25,250	*	*
COMMERCIAL BANKING (LENDING)	1	16,000	*	*
FINANCIAL/TREASURY ANALYSIS	2	33,250	*	*
PORTFOLIO MANAGEMENT	1	24,000	*	*
UNDERWRITING	2	34,000	*	*
SALES	1	27,500	*	*
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	1	21,000	*	*
MILITARY	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	1	30,000	*	*
SYSTEMS / PROGRAMMING	1	40,000	*	*
RESEARCH & DEVELOPMENT	1	38,400	*	*
PROCESS ENGINEERING	1	16,000	*	*
OTHER ENGINEERING	1	27,000	*	*
COMPUTER PROGRAMMING	3	30,133	*	*
INFORMATION SYSTEMS	1	27,000	*	*
SYSTEMS ANALYSIS & DESIGN	3	29,667	*	*
ACTUARIAL	11	29,638	*	*
CONSULTING	12	30,667	*	*
HUMAN RESOURCES	1	20,000	*	*
MANAGEMENT TRAINEE	4	27,750	*	*
MATH/STATISTICIANS	10	25,500	*	*
TEACHING	26	20,778	$24,000	$16,300

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
PHYSICS				
MILITARY	1	$16,800	*	*
OTHER ENGINEERING	1	25,000	*	*
OTHER HEALTH RELATED	1	21,480	*	*
SOCIAL SERVICES - ADMINISTRATION	1	23,000	*	*
COUNSELING	2	25,000	*	*
CONSULTING	1	33,000	*	*
TEACHING	3	19,333	*	*
OTHER PHYSICAL & EARTH SCIENCES				
ACCOUNTING (PRIVATE)	1	22,000	*	*
UNDERWRITING	1	31,000	*	*
LAW ENFORCEMENT	1	25,000	*	*
MILITARY	2	25,396	*	*
ENVIRONMENTAL/SANITATION	2	23,000	*	*
OTHER ENGINEERING	1	19,242	*	*
COUNSELING	1	15,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	20,000	*	*
MANAGEMENT TRAINEE	1	27,000	*	*
RESEARCH - TECHNICAL	1	16,640	*	*
TEACHING	3	20,000	*	*
TEXTILE SCIENCE				
DESIGN/GRAPHIC ARTS	4	26,500	*	*
SALES	2	30,000	*	*
PROJECT ENGINEERING	1	31,000	*	*
MANAGEMENT TRAINEE	22	29,000	$32,000	$27,000

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
BACHELOR'S DEGREE - SUMMARY BY JOB FUNCTION				
BACHELOR - NON TECHNICAL DEGREE				
ACCOUNTING (PUBLIC)	1941	$ 28,350	$32,000	$ 25,000
ACCOUNTING (PRIVATE)	580	26,089	31,200	20,000
COMMERCIAL BANKING (CONSUMER)	108	23,730	30,000	15,600
COMMERCIAL BANKING (LENDING)	175	25,979	30,000	21,500
INVESTMENT BANKING (CORPORATE FINANCE)	40	29,788	36,000	22,500
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	10	32,200	*	*
INVESTMENT BANKING (REAL ESTATE)	11	21,813	*	*
INVESTMENT BANKING (SALES & TRADING)	36	29,571	39,000	20,000
FINANCIAL/TREASURY ANALYSIS	306	27,930	33,500	21,000
PORTFOLIO MANAGEMENT	52	23,982	30,000	18,000
UNDERWRITING	88	24,561	29,120	19,500
INSURANCE - CLAIMS	78	22,639	27,000	15,000
DESIGN/GRAPHIC ARTS	30	20,283	25,000	15,000
MEDIA PLANNING	21	20,824	25,000	17,000
REPORTING	25	18,034	21,000	15,000
COMMUNICATIONS-PRODUCTION	29	20,292	25,000	15,000
PUBLIC RELATIONS	48	20,666	25,000	13,500
WRITING / EDITING	32	22,039	31,000	15,000
ADVERTISING	35	21,912	27,000	14,500
BRAND/PRODUCT MANAGEMENT	98	25,228	32,000	18,000
BUYER/MERCHANDISING	234	24,416	29,000	21,000
DISTRIBUTION	54	27,017	32,000	22,100
MARKET RESEARCH	53	23,733	30,000	18,000
PURCHASING	12	23,920	*	*
SALES	767	24,784	31,000	16,900
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	40	21,272	27,000	17,500
GOV'T-FINANCE, TAXATION	79	24,914	29,868	19,600
ECONOMIC PROGRAMS	12	21,197	*	*
LAW ENFORCEMENT	32	24,094	30,000	18,293
MILITARY	39	24,201	30,797	18,000
NATIONAL SECURITY	2	19,500	*	*
URBAN / REGIONAL PLANNING	10	25,061	*	*
DESIGN / CONSTRUCT	4	22,016	*	*
ENVIRONMENTAL/SANITATION	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	8	27,038	*	*
SYSTEMS / PROGRAMMING	1	27,000	*	*
POWER SYSTEMS	1	18,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	34,867	*	*
RESEARCH & DEVELOPMENT	3	26,500	*	*
TESTING	2	32,500	*	*
PROCESS ENGINEERING	4	31,100	*	*
PROJECT ENGINEERING	6	31,133	*	*
OTHER ENGINEERING	12	33,092	*	*
ADMINISTRATIVE (HEALTHCARE)	22	21,518	29,000	14,560
MEDICAL TECHNOLOGY	1	15,600	*	*
NURSES / PERSONAL CARE	3	26,400	*	*
OCCUPATIONAL THERAPY	1	$17,680	*	*
PHYSICAL THERAPY	3	18,000	*	*
OTHER HEALTH RELATED	33	19,275	$ 25,000	$13,000
SOCIAL SERVICES - ADMINISTRATION	47	19,435	25,000	14,000
COUNSELING	62	18,827	26,000	13,100
FUNDRAISING / DEVELOPMENT	11	15,159	*	*
SOCIAL WORK	43	19,035	23,000	15,300
COMPUTER PROGRAMMING	120	27,937	32,026	21,000
INFORMATION SYSTEMS	130	29,070	34,000	24,000
SYSTEMS ANALYSIS & DESIGN	75	29,692	33,600	25,000
ACTUARIAL	2	17,000	*	*
AGRICULTURE/NATURAL RESOURCES	4	15,887	*	*
ARCHITECTURE	1	13,500	*	*
CONSULTING	292	29,594	34,000	26,000
HUMAN RESOURCES	66	23,411	30,000	16,000
MANAGEMENT TRAINEE	1002	22,845	28,000	18,000
MATH/STATISTICIANS	2	23,500	*	*
PARALEGAL	20	21,280	25,000	18,000
RESEARCH - NONTECHNICAL	12	19,518	*	*
RESEARCH - TECHNICAL	3	27,000	*	*
TEACHING	393	20,338	26,000	13,000
BACHELOR - TECHNICAL DEGREE				
ACCOUNTING (PRIVATE)	4	20,500	*	*
COMMERCIAL BANKING (CONSUMER)	9	24,967	*	*
COMMERCIAL BANKING (LENDING)	7	28,840	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	2	27,500	*	*
INVESTMENT BANKING (REAL ESTATE)	1	29,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	32,000	*	*
FINANCIAL/TREASURY ANALYSIS	17	33,035	*	*
PORTFOLIO MANAGEMENT	1	24,000	*	*
UNDERWRITING	4	32,875	*	*
INSURANCE - CLAIMS	2	30,750	*	*
DESIGN/GRAPHIC ARTS	10	22,472	*	*
MEDIA PLANNING	1	31,500	*	*
COMMUNICATIONS-PRODUCTION	4	32,240	*	*
PUBLIC RELATIONS	5	28,196	*	*
ADVERTISING	2	24,000	*	*
BRAND/PRODUCT MANAGEMENT	5	31,320	*	*
BUYER/MERCHANDISING	5	30,388	*	*
DISTRIBUTION	2	30,000	*	*
MARKET RESEARCH	8	34,750	*	*
PURCHASING	1	30,000	*	*
SALES	122	30,998	37,200	24,000
GOV'T-EXECUTIVE, LEGISLATIVE & GENERAL	5	26,513	*	*
LAW ENFORCEMENT	3	25,133	*	*
MILITARY	14	26,941	*	*
NATIONAL SECURITY	3	36,600	*	*
URBAN / REGIONAL PLANNING	8	28,544	*	*
BIOENGINEERING	5	$30,800	*	*
DESIGN / CONSTRUCT	636	30,915	$ 37,000	$ 25,000
ENVIRONMENTAL/SANITATION	111	31,351	40,080	24,000
MANUFACTURING/INDUSTRIAL	586	34,913	39,500	29,856
SYSTEMS / PROGRAMMING	166	32,838	37,700	27,040
POWER SYSTEMS	129	34,332	37,200	30,000
SOFTWARE DESIGN & DEVELOPMENT	216	34,042	36,000	28,500
HARDWARE DESIGN & DEVELOPMENT	194	35,712	38,400	32,500
RESEARCH & DEVELOPMENT	139	35,076	41,500	27,252
TESTING	79	33,102	38,100	26,100
PROCESS ENGINEERING	414	39,281	42,500	35,000
PROJECT ENGINEERING	405	34,660	40,000	28,080
OTHER ENGINEERING	1030	33,866	39,300	28,000
ADMINISTRATIVE (HEALTHCARE)	5	22,720	*	*
INDUSTRIAL HYGIENE	2	25,035	*	*
MEDICAL TECHNOLOGY	19	25,359	*	*
NURSES / PERSONAL CARE	135	31,708	40,000	24,000
OCCUPATIONAL THERAPY	10	28,586	*	*
PHARMACIST	78	42,684	48,000	36,621
PHYSICAL THERAPY	10	26,288	*	*
OTHER HEALTH RELATED	37	23,686	33,000	14,500
SOCIAL SERVICES - ADMINISTRATION	2	28,300	*	*
COUNSELING	7	25,857	*	*
FUNDRAISING / DEVELOPMENT	1	13,800	*	*
COMPUTER PROGRAMMING	323	29,709	35,500	24,000
INFORMATION SYSTEMS	172	31,336	36,000	25,500
SYSTEMS ANALYSIS & DESIGN	170	31,655	36,900	25,000
ACTUARIAL	32	32,041	36,000	27,000
AGRICULTURE/NATURAL RESOURCES	53	21,182	28,500	16,000
ARCHITECTURE	17	21,893	*	*
CONSULTING	326	32,227	36,000	29,000
HUMAN RESOURCES	3	32,867	*	*
MANAGEMENT TRAINEE	111	28,263	36,000	20,000
MATH/STATISTICIANS	10	25,500	*	*
RESEARCH - NONTECHNICAL	3	32,667	*	*
RESEARCH - TECHNICAL	35	27,311	34,000	18,000
TEACHING	45	20,582	26,000	16,000

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	July 1993	July 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	100	$30,488	$31,259	-2.5%	$35,000	$31,000	$27,000
MBA-Nontechnical undergraduate							
1 year or less experience	410	36,657	35,734	2.6	47,000	35,020	27,500
1 to 2 years experience	190	45,644	44,911	1.6	59,000	45,000	31,000
2 to 4 years experience	322	50,566	49,287	2.6	68,000	50,000	35,060
Over 4 years experience	298	52,317	50,972	2.6	70,000	52,000	35,000
MBA-Technical undergraduate degree							
1 year or less experience	69	42,051	41,313	1.8	56,000	40,000	32,000
1 to 2 years experience	53	53,345	48,884	9.1	60,000	55,000	43,000
2 to 4 years experience	143	56,339	55,249	2.0	72,000	55,000	47,300
Over 4 years experience	130	57,614	56,298	2.3	75,000	55,000	44,000
MS-Business	7	33,643	37,733	*	*	*	*
Economics & Finance	23	34,868	36,677	-4.9	44,000	35,000	24,000
Labor/Industrial Relations (incl. Human Resources)	15	30,493	31,597	*	*	*	*
Management Information Systems	17	36,871	34,780	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	12	38,275	39,508	*	*	*	*
COMMUNICATIONS							
Advertising	1	31,000	37,500	*	*	*	*
Communications	2	25,900	23,167	*	*	*	*
Journalism	3	23,667	22,699	*	*	*	*
EDUCATION							
Education Administration	18	28,773	31,729	*	*	*	*
Elementary Education	27	27,660	27,400	0.9	30,240	28,167	21,100
Physical Education	2	20,000	29,052	*	*	*	*
Reading Education	+	+	28,100				
Special Education	7	26,869	25,007	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Humanities	8	28,714	24,553	*	*	*	*
Psychology	10	33,530	24,593	*	*	*	*
Social Sciences	8	28,376	28,095	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	12	42,504	39,765	*	*	*	*
Agricultural	5	42,200	35,618	*	*	*	*
Bioengineering & Biomedical	2	38,000	34,920	*	*	*	*
Chemical	29	41,049	40,611	1.1	44,100	42,000	35,000
Civil	73	34,098	34,303	-0.6	42,640	33,000	28,500
Computer	36	39,518	40,207	-1.7	45,700	40,400	33,996
Electrical	235	41,046	41,024	0.1	45,000	41,640	36,000
Industrial	44	39,298	38,692	1.6	43,600	38,490	34,000
Mechanical	175	40,624	39,298	3.4	45,000	41,500	35,400
Metallurgical	4	36,875	38,165	*	*	*	*
Mining	+	+	30,000				
Nuclear	3	43,333	38,607	*	*	*	*
Petroleum	+	+	43,600				
HEALTH SCIENCES							
Allied Health	3	38,000	28,223	*	*	*	*
Health Sciences	13	30,576	25,713	*	*	*	*
Nursing	5	39,634	34,453	*	*	*	*

Continued . . .

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	July 1993	July 1993	September 1992		90th	50th	10th
Continued . . .							
SCIENCES							
Agricultural & Natural Resources	2	$27,000	$28,001	*	*	*	*
Architectural & Environmental Design	+	+	27,852				
Biological	2	27,500	25,126	*	*	*	*
Chemistry	16	34,471	35,104	*	*	*	*
Computer Science	94	37,920	39,120	-3.1%	$47,000	$38,700	$30,000
Geological (incl. Geophysics)	10	36,800	36,333	*	*	*	*
Mathematics	17	33,811	33,636	*	*	*	*
Physics	3	33,000	31,626	*	*	*	*
Polymer	1	37,000	N/A	N/A	*	*	*
	2,659						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

Doctoral Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	July 1993	July 1993	September 1992		90th	50th	10th
BUSINESS							
Business Administration & Management	1	$45,000	$57,498	*	*	*	*
Computer & Information Sciences	18	55,486	61,555	*	*	*	*
Economics & Finance	+	+	53,667				
EDUCATION							
Education Administration	14	50,929	46,884	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	1	23,000	31,920	*	*	*	*
Foreign Languages	+	+	26,367				
Humanities	1	32,000	28,000	*	*	*	*
Psychology	4	35,675	38,452	*	*	*	*
Sociology	3	31,288	50,000	*	*	*	*
Social Sciences	2	30,000	40,000	*	*	*	*
ENGINEERING							
Aerospace	+	+	51,486				
Chemical	47	54,843	54,451	0.7%	$60,800	$56,000	$48,000
Civil	4	53,125	46,501	*	*	*	*
Computer	10	58,627	55,325	*	*	*	*
Electrical	46	56,552	56,826	-0.5	65,100	57,000	43,000
Industrial	+	+	N/A	N/A			
Mechanical	27	51,654	51,880	-0.4	57,204	51,996	44,700
Metallurgical	15	50,317	53,577	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	6	33,000	38,583	*	*	*	*
Biological	1	38,000	42,000	*	*	*	*
Chemistry	31	51,365	50,719	1.3	58,000	54,000	40,000
Geology & Geological Sciences	4	42,763	47,827	*	*	*	*
Mathematics	1	70,000	40,954	*	*	*	*
Physics	7	51,971	40,940	*	*	*	*
Polymer	3	56,180	52,200	*	*	*	*
	246						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

Continued from page 1

Graduates of humanities and social sciences disciplines fared better than they did earlier in this recruiting season. Graduates of some disciplines saw previously reported decreases rebound to increases; others saw the depth of their decreases ease. For example, starting salary offers to history graduates increased by less than 1 percent for an average of $22,970—a turnaround from the figures available in the March report, when offers to these graduates were down 3 percent from last year's final figures. Although starting salary offers to letters graduates are still on the minus side—they're down 4.9 percent from last September's figures—these graduates have gained ground over March's figures, which were down 9 percent from the September 1992 report. Letters graduates now average $21,096. Starting salary offers to foreign language graduates increased 2.5 percent to an average of $23,568. Sociology graduates received offers that are 2 percent higher than September's figures for an average of $21,436, and starting salary offers increased by 1.6 percent for psychology graduates to $20,503.

There are several disciplines at the bachelor's degree level that show substantial increases in starting salary offers compared to last September. It is important to note however, that these disciplines had actually posted substantial decreases between the 1990-91 and 1991-92 recruiting years. Current increases are actually "rebounds." For example, starting salary offers for criminal justice graduates are 9 percent higher than those posted last September—but the 1992 figure had dropped 10.9 percent from 1991. Also, starting salary offers increased 12.8 percent for distribution management graduates—but they're still lower than they were two years ago. That's because starting salary offers to these graduates dropped by 15.3 percent between 1991 and 1992.

At the master's degree level, M.B.A. graduates continue to post increases at all experience levels, with the best increase garnered by M.B.A. graduates with technical undergraduate degrees and one to two years of previous work experience. Their starting salary offers jumped 9.1 percent for an average of $53,345. M.B.A. graduates with nontechnical undergraduate degrees and no previous work experience received starting salary offers 2.6 percent higher than those posted last September, averaging $36,657. Their inexperienced technical counterparts received a 1.8 percent increase in starting salary offers for an average of $42,051.

The curriculum/employer and curriculum/function tables continue to be presented as they were in the earlier reports issued this year. Simply follow each table to the desired curriculum category and locate either the employer or job function category below in the respective table. This format will appear as long as limited numbers of job offers are reported.

The July 1993 **CPC Salary Survey** contains information received during the period of September 1, 1992, to June 10, 1993. Its data are compiled from offers extended to students graduating between September 1, 1992, and August 31, 1993. Participating in the **Salary Survey** are 402 career services offices at colleges and universities across the United States. The July 1993 report is available to CPC members and **Salary Survey** subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

ECEN

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Fordham Univ. - Lincoln Center
Franklin Pierce College
Husson College
Iona College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Queens College
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
St. John Fisher College
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
Lehigh University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Rutgers Univ.- Graduate School of Management
Seton Hall University
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Washington & Lee University
West Virginia Inst. of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
University of Minnesota - Agri.
University of Minnesota - Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
University of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State Univ.
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Kansas State University
Montana State University
University of Montana
Univ of Nebraska - Kearney
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of Northern Colorado
Sioux Falls College
South Dakota School of Mines
Univ. of South Dakota -Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg.
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Polytechnic Inst. & State University
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Praine View A & M University
Sam Houston State University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State University - Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington

A study of 1992-1993 beginning offers

CPC $alary $urvey

September 1993

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

This has been the year of no change. Not only are employers holding to lean work forces, but also they are keeping a tight rein on the starting salary offers they are extending to this year's college graduates. The competition for jobs has most salary offers increasing only slightly, while some aren't increasing at all, and a few are posting decreases. There are, however, a few disciplines showing significant increases in their starting salary offers; for the most part, these increases are "rebounds" from significant losses posted last year.

Among the business disciplines, management information systems graduates received the best offers. Their average starting salary offer increased 3.5 percent to $29,519. Both accounting and business administration graduates received slight increases in their starting salary offers. Average starting salaries increased 1.2 percent for accounting graduates to $27,493, and business administration graduates received 1 percent higher starting salary offers, averaging $24,555. Human resources graduates received 2.9 percent lower starting salary offers for an average of $22,759.

Engineering graduates also experienced little movement in their starting salary offers. While chemical engineers received the highest average offer of all engineering graduates—$39,482—that's not even a 1 percent increase over last year's final figure. Electrical engineers and industrial engineers received slight increases in their starting salary offers, up 1.7 and 1.8 percent respectively. Electrical engineers received an average starting salary offer of $34,313, and the starting salary offer to industrial engineers averaged $32,940. The average starting salary offer to mechanical engineers remained at last year's level of $34,460. Starting salary offers to civil engineers are also at about the same level as last year, showing a slight decrease for an average of $29,211. Petroleum engineers received 5.6 percent lower starting salary offers for an average of $38,387.

In terms of starting salary offer increases, most humanities and social sciences graduates fared well compared to other graduates this year. However, the increases are largely rebounds from the losses these graduates experienced last year. For example, criminal just graduates saw their average starting salary offer increased 14.3 percent this year to $22,680—after seeing a 10.9 percent decrease last year. Psychology graduates rebounded from a 1.8 percent decrease in starting salary offers last year to a 1.9 percent increase this year for an average of $20,571. While letters graduates lost ground in their starting salary offers— offers decreased 4.1 percent to an average of $21,285—history graduates picked up a 4.4 percent increase to an average of $23,839.

After several years of substantial increases in starting salary offers, graduates in the healthcare fields experienced their first downturn. While still garnering desirable salaries, nursing graduates received starting salary offers 2.1 percent lower than last year for an average of $31,064. Starting salary offers to allied health graduates were also lower this year. Their average starting salary decreased 4.4 percent to $29,208.

M.B.A graduates were not excluded from the standstill in starting salaries. Inexperienced M.B.A. graduates with nontechnical undergraduate degrees received starting salary offers 2.2 percent higher than last year averaging $36,513. Their technical counterparts received starting salary offers slightly lower than those of last year for an average of $40,980. M.B.A. graduates with technical undergraduate degrees and one to two years of prior work experience were the exception. Starting salary offers increased 6.9 percent to these graduates to an average of $52,278.

By type of industry, the service sector accounted for 52.9 percent of the job offers extended to this year's graduates, up from 48.6 percent last year. Manufacturing employers extended 32.9 percent of the reported job offers. This is down from 36.2 percent of the reported job offers last year. Government and nonprofit employers provided 14.2 percent of this year's job offers, which compares closely to 15.2 percent of last year's job offers.

Bachelor's degree candidates with nontechnical majors received 56.5 percent of this year's job offers compared to 52.5 percent of the job offers last year. Those with technical majors received 43.5 percent of the offers this year compared to 47.5 percent last year.

The September 1993 ***CPC Salary Survey*** contains information received during the period of September 1, 1992, to August 13, 1993. Its data are compiled from offers extended to students graduating between September 1, 1992, and August 31, 1993. Participating in the ***Salary Survey*** are 402 career services offices at colleges and universities across the United States. The September 1993 report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The ***CPC Salary Survey*** compiles reports from 402 career planning and placement offices of colleges and universities across the United States. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non- profit and educational institutions. The figures reported are for base salaries only and do not include bonuses, fringe benefits, or overtime rates. Confidentiality is maintained for the individual, the college, and the employer.

The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students and, consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	September 1993	September 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	3,152	**$27,493**	$27,179	1.2%	$32,000	$28,000	$22,000
Business Administration (incl. Management Science)	1,490	**24,555**	24,305	1.0	31,000	24,000	18,000
Distribution Management	52	**26,083**	22,931	13.7	31,500	24,000	22,000
Economics & Finance (incl. Banking)	1,441	**26,902**	26,122	3.0	33,000	27,000	20,000
Hotel/Restaurant Management	112	**20,780**	21,063	-1.3	25,000	21,346	15,600
Human Resources (incl. Labor Relations)	82	**22,759**	23,427	-2.9	27,420	22,500	17,000
Management Information Systems	417	**29,519**	28,519	3.5	34,000	30,000	24,000
Marketing/Marketing Management (incl. Research)	1,251	**24,361**	23,914	1.9	30,000	24,000	18,000
Real Estate	18	**25,575**	21,046	*	*	*	*
COMMUNICATIONS							
Advertising	44	**21,515**	21,160	1.7	26,500	21,250	16,500
Communications	315	**21,498**	21,262	1.1	27,330	22,000	15,000
Journalism	106	**20,503**	19,851	3.3	26,500	20,000	14,000
Telecommunications/Broadcasting	51	**23,459**	21,572	8.7	30,000	24,000	15,000
EDUCATION							
Elementary Education	439	**20,097**	20,689	-2.9	25,474	20,000	13,520
Pre-Elementary Education	47	**16,463**	17,371	-5.2	21,000	15,980	12,000
Physical Education	35	**21,376**	21,994	-2.8	26,134	20,800	15,000
Special Education	98	**21,837**	21,372	2.2	27,000	21,557	17,500
HOME ECONOMICS							
Human Ecology	55	**20,455**	19,181	6.6	27,000	19,392	13,500
Textiles & Clothing	52	**21,769**	22,279	-2.3	26,500	22,000	17,000
Merchandising Management	29	**21,083**	19,811	6.4	26,000	21,000	18,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	54	**23,025**	22,995	0.1	31,000	23,000	17,500
Letters	209	**21,285**	22,190	-4.1	29,000	21,000	14,000
Visual & Performing Arts	87	**20,591**	21,138	-2.6	25,500	20,800	14,560
Humanities-Other	99	**24,373**	22,941	6.2	31,500	23,500	15,750
Criminal Justice	64	**22,680**	19,851	14.3	30,000	21,000	16,640
History	143	**23,839**	22,838	4.4	32,000	23,000	16,000
Political Science/Government	222	**24,478**	23,042	6.2	32,000	24,000	16,000
Psychology	232	**20,571**	20,180	1.9	28,000	20,000	13,500
Sociology	78	**22,079**	21,015	5.1	30,000	21,600	15,500
Social Sciences-Other	212	**22,684**	21,623	4.9	30,000	23,000	15,000
ENGINEERING							
Aerospace & Aeronautical	105	**31,583**	31,826	-0.8	35,500	31,380	27,500
Agricultural	19	**31,795**	31,464	*	*	*	*
Architectural	43	**28,296**	29,211	-3.1	32,000	28,000	24,000
Bioengineering & Biomedical	17	**30,874**	30,769	*	*	*	*
Chemical	748	**39,482**	39,203	0.7	42,600	40,500	34,500
Civil	684	**29,211**	29,376	-0.6	33,000	29,000	25,200

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	September 1993	September 1993	September 1992		90th	50th	10th
Continued . . .							
Computer	448	$33,963	$32,848	3.4 %	$38,400	$35,000	$28,000
Electrical	1,396	34,313	33,754	1.7	38,400	35,000	29,000
Environmental	6	31,569	31,111	*	*	*	*
Industrial	502	32,940	32,348	1.8	37,000	33,000	28,800
Mechanical	1,538	34,460	34,462	0.0	39,000	35,000	29,500
Metallurgical	115	34,178	33,502	2.0	38,000	34,800	28,500
Mining	41	31,826	31,177	2.1	36,000	32,000	27,500
Nuclear	16	34,755	34,447	*	*	*	*
Petroleum	47	38,387	40,679	-5.6	44,000	38,400	33,000
Textile	4	37,075	32,350	*	*	*	*
Engineering Technology	192	29,236	31,051	-5.8	36,500	30,000	20,000
Industrial Technology	18	28,701	26,986	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	59	22,890	23,414	-2.2	28,000	23,000	16,800
Animal Sciences	31	22,060	20,189	9.3	27,000	20,000	15,000
Plant Sciences	8	24,000	22,150	*	*	*	*
Natural Resources	28	22,442	21,786	3.0	28,500	22,000	17,000
Other Agricultural Sciences	30	25,378	22,388	13.4	35,000	24,000	18,200
COMPUTER SCIENCES							
Computer Science	872	31,329	30,523	2.6	37,000	32,000	24,000
Computer Programming	46	31,599	30,885	2.3	40,000	31,850	25,000
Information Sciences & Systems	162	29,723	28,990	2.5	34,900	30,000	24,000
Systems Analysis	8	31,733	29,913	*	*	*	*
HEALTH SCIENCES							
Allied Health	90	29,208	30,555	-4.4	36,000	30,000	20,000
Health Sciences	48	23,561	23,559	0.0	36,000	21,035	16,100
Nursing	293	31,064	31,732	-2.1	39,000	30,000	24,000
Pharmacy[2]	117	43,108	41,567	3.7	48,000	43,680	36,712
SCIENCES							
Actuarial	52	33,188	31,830	4.3	37,000	34,608	28,000
Architectural & Environmental Design	49	23,676	23,570	0.4	30,000	21,840	18,000
Biological	101	21,558	21,851	-1.3	29,225	21,500	15,000
Chemistry	70	28,002	27,557	1.6	35,000	28,275	22,000
Geological	10	28,216	25,704	*	*	*	*
Mathematics (incl. Statistics)	166	26,524	28,434	-6.7	34,500	27,000	18,000
Physics	17	26,835	29,019	*	*	*	*
Other Physical and Earth Sciences	15	22,179	23,384	*	*	*	*
Textile Science	29	28,793	30,859	-6 7	32,000	29,000	25,000
	18,926						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	September 1993	September 1993	September 1992		90th	50th	10th
FINANCE							
Accounting (Public)	2,301	$28,238	$27,762	1.7%	$32,000	$28,500	$24,000
Accounting (Private)	818	25,847	25,588	1.0	31,800	26,400	19,000
Commercial Banking (Consumer)	207	23,129	22,255	3.9	30,000	24,000	15,000
Commercial Banking (Lending)	235	25,515	24,712	3.2	30,000	26,000	20,000
Investment Banking (Corporate Finance)	87	29,374	28,605	2.7	35,000	28,000	22,000
Investment Banking (Mergers & Acquisitions)	15	31,100	31,375	*	*	*	*
Investment Banking (Real Estate)	14	21,707	27,977	*	*	*	*
Investment Banking (Sales & Trading)	46	27,490	25,552	7.6	38,000	30,000	17,000
Financial/Treasury Analysis	487	28,396	27,695	2.5	34,500	29,000	21,000
Portfolio Management/Brokerage	84	24,372	23,398	4.2	30,000	24,000	17,500
Insurance (Underwriting)	136	25,447	24,297	4.7	30,000	25,770	20,000
Insurance (Claims)	132	23,556	23,154	1.7	28,000	24,463	17,000
COMMUNICATIONS							
Design/Graphic Arts	49	20,479	18,810	8.9	28,000	20,000	15,000
Media Planning	38	21,403	21,009	1.9	25,000	21,000	17,000
Reporting	37	18,023	16,745	7.6	23,000	18,000	15,000
Production	60	21,770	20,819	4.6	29,500	22,000	15,000
Public Relations	96	20,980	20,880	0.5	28,000	20,000	14,400
Writing/Editing	54	21,496	23,090	-6.9	30,000	20,400	14,700
MARKETING							
Advertising	67	21,732	20,422	6.4	27,000	21,600	16,000
Brand/Product Management	179	24,948	25,662	-2.8	33,000	24,300	18,000
Buyer/Merchandising	288	24,540	23,578	4.1	29,000	24,250	20,000
Distribution	86	26,777	24,364	9.9	33,000	26,200	19,500
Market Research	102	25,012	24,561	1.8	32,500	25,000	18,000
Purchasing	24	25,925	26,364	-1.7	30,834	27,200	18,000
Sales	1,282	25,606	24,841	3.1	33,500	26,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	69	21,499	22,054	-2.5	27,000	20,850	17,500
Finance, Taxation, Monetary Policy	111	25,020	24,193	3.4	30,000	25,000	19,600
Economic Programs	19	22,261	22,026	*	*	*	*
Law Enforcement	66	24,306	23,194	4.8	30,000	23,000	16,640
Military	74	24,755	24,634	0.5	30,000	24,000	18,960
National Security	6	29,265	27,874	*	*	*	*
Urban/Regional Planning	28	24,988	25,314	-1.3	36,000	22,000	18,000
ENGINEERING							
Bioengineering	11	30,809	31,800	*	*	*	*
Design/Construct	790	30,842	31,374	-1.7	37,000	30,000	25,000
Environmental/Sanitation	137	31,309	31,200	0.3	40,000	30,400	24,000
Manufacturing/Industrial	741	34,705	34,529	0.5	39,600	35,000	29,400
Systems/Programming	217	32,984	32,385	1.9	37,700	34,000	27,040
Power Systems	170	34,227	34,043	0.5	37,200	35,000	29,508
Software Design & Development	317	34,226	33,536	2.1	38,300	35,000	28,500
Hardware Design & Development	235	35,844	34,108	5.1	38,500	36,000	32,500
Research & Development	197	34,850	35,434	-1.6	41,500	36,000	24,600
Testing	114	32,535	31,149	4.5	38,100	33,500	25,200
Process Engineering	515	38,874	39,071	-0.5	42,500	40,500	33,600
Project Engineering	544	34,400	34,319	0.2	40,000	35,000	28,000
Other Engineering	1,547	33,811	33,361	1.3	39,300	34,620	27,960
HEALTH CARE							
Administrative	50	23,546	23,148	1.7	37,000	20,000	14,700
Industrial Hygiene	3	24,490	19,444	*	*	*	*
Medical Technology	35	25,471	24,586	3.6	30,000	26,000	19,760
Nursing / Personal Care	301	30,813	31,538	-2.3	38,500	30,000	24,000

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

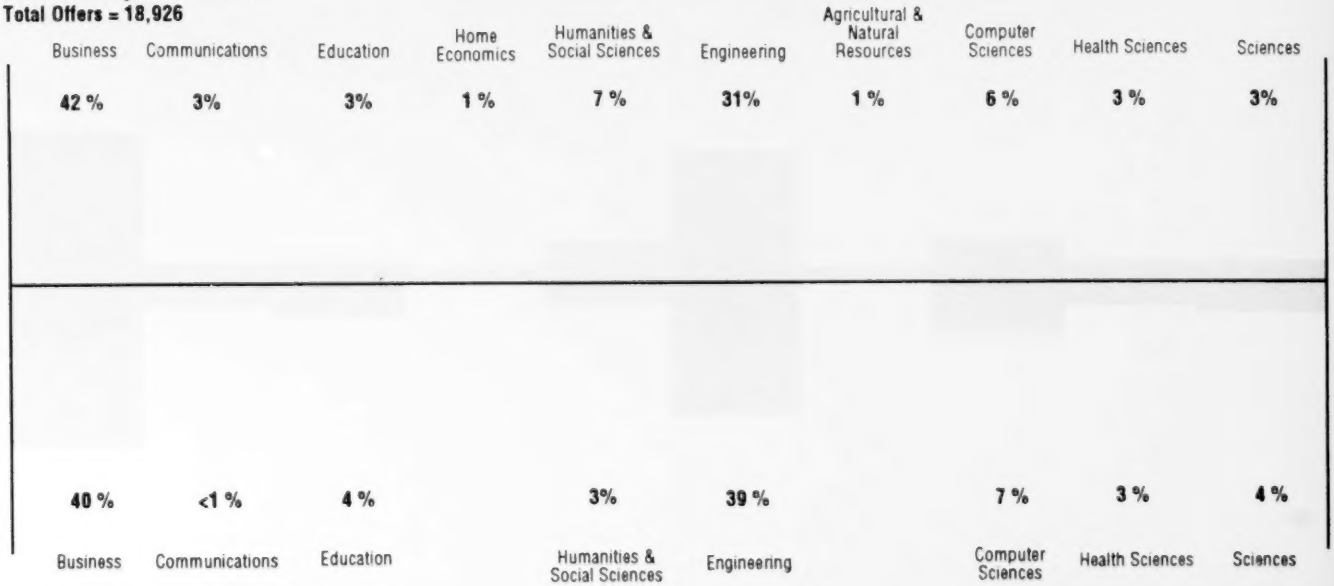
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	September 1993	September 1993	September 1992		90th	50th	10th
Continued . . .							
Occupational Therapy	28	$32,077	$29,845	7.5 %	$42,000	$32,840	$24,000
Pharmacist	118	42,887	41,691	2.9	48,000	43,590	36,621
Physical Therapy	15	24,025	27,819	*	*	*	*
Respiratory Therapy	+	+	N/A	N/A			
Other Health Related	117	22,698	23,130	-1.9	30,160	21,000	13,000
SOCIAL SERVICES							
Administration	70	19,871	19,452	2.2	26,000	19,000	14,000
Counseling	103	18,975	17,791	6.7	26,000	18,000	13,100
Fundraising/Development	25	16,218	20,926	-22.5	21,000	15,000	12,000
Social Work	67	19,092	18,025	5.9	24,000	18,512	15,000
COMPUTER SCIENCE							
Computer Programming	616	29,542	29,330	0.7	35,520	30,000	22,067
Information Systems	407	30,227	29,169	3.6	35,300	31,000	24,000
Computer Systems Analyst	338	31,156	30,932	0.7	36,500	31,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	68	31,809	30,265	5.1	37,000	34,000	24,900
Agricultural/Natural Resources	79	21,397	21,286	0.5	28,500	20,640	16,000
Architecture	22	21,097	23,392	-9.8	24,000	20,000	18,000
Consulting	828	30,956	30,168	2.6	35,004	31,000	26,400
Human Resources/Industrial Relations	115	23,366	24,891	-6.1	30,000	22,800	16,000
Management Trainee	1,683	23,427	22,928	2.2	29,000	23,500	18,000
Mathematician/Statistician	20	26,652	25,373	5.0	33,000	27,200	17,500
Paralegal	49	21,967	20,693	6.2	26,000	22,000	18,000
Research (Nontechnical)	23	24,153	25,181	-4.1	34,000	23,000	16,000
Research (Technical)	58	26,392	26,574	-0.7	35,000	26,000	18,000
Teaching	856	20,270	21,093	-3.9	26,000	20,300	13,500
	18,926						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 18,926



Master's Degree Candidates (Inexperienced)
Total Offers = 2,435

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	September 1993	September 1993	September 1992	September 1993	September 1993	September 1992
Business						
Accounting	1,472	**$27,678**	$27,299	1,680	**$27,331**	$27,072
Business Administration (incl. Management Science)	782	**24,986**	25,165	708	**24,078**	23,398
Distribution Management	28	**26,693**	21,627	24	**25,371**	24,723
Economics & Finance (incl. Banking)	949	**26,711**	26,250	492	**27,269**	25,878
Hotel/Restaurant Management	43	**21,850**	21,407	69	**20,114**	20,671
Human Resources (incl. Labor Relations)	42	**23,849**	23,424	40	**21,614**	23,429
Management Information Systems	244	**29,472**	28,617	173	**29,584**	28,382
Marketing/Marketing Management (incl. Research)	647	**24,865**	24,424	604	**23,821**	23,347
Real Estate	9	**23,054**	20,273	9	**28,096**	21,625
Communications						
Advertising	15	**23,889**	22,067	29	**20,287**	20,434
Communications	114	**22,441**	22,320	201	**20,964**	20,587
Journalism	37	**21,182**	19,950	69	**20,139**	19,808
Telecommunications/Broadcasting	19	**22,802**	21,247	32	**23,848**	21,769
Education						
Elementary Education	53	**20,340**	21,841	386	**20,064**	20,570
Pre-Elementary Education	1	**21,000**	36,760	46	**16,365**	16,294
Physical Education	16	**22,754**	22,163	19	**20,215**	21,769
Special Education	12	**21,261**	19,850	86	**21,918**	21,413
Home Economics						
Human Ecology	12	**21,951**	23,400	43	**20,038**	18,269
Textiles & Clothing	6	**26,667**	26,329	46	**21,131**	21,971
Merchandising Management	4	**24,000**	24,000	25	**20,616**	19,725
Humanities & Social Sciences						
Foreign Languages	14	**27,086**	25,182	40	**21,604**	22,266
Letters	59	**23,049**	23,425	150	**20,592**	21,790
Visual & Performing Arts	32	**19,887**	22,932	55	**21,000**	20,010
Humanities-Other	38	**26,037**	24,240	61	**23,336**	21,676
Criminal Justice	42	**23,488**	21,798	22	**21,140**	18,460
History	87	**23,809**	22,822	56	**23,887**	22,864
Political Science/Government	131	**24,757**	23,410	91	**24,076**	22,573
Psychology	69	**21,425**	21,777	163	**20,209**	19,569
Sociology	27	**23,841**	23,486	51	**21,146**	19,017
Social Sciences-Other	94	**24,721**	23,149	118	**21,062**	20,593
Engineering						
Aerospace & Aeronautical	89	**31,492**	31,726	16	**32,087**	32,233
Agricultural	19	**31,796**	31,448	+	*	31,667
Architectural	30	**28,553**	29,421	13	**27,703**	28,818
Bioengineering & Biomedical	4	**28,325**	35,233	13	**31,658**	29,095
Chemical	407	**39,055**	39,212	341	**39,992**	39,187
Civil	550	**29,123**	29,297	134	**29,575**	29,749

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	September 1993	September 1993	September 1992	September 1993	September 1993	September 1992
Continued . . .						
Computer	408	**$34,052**	$32,821	40	**$33,056**	$32,959
Electrical	1,161	**34,172**	33,645	235	**35,008**	34,262
Environmental Engineering	5	**31,483**	30,383	1	**32,000**	31,944
Industrial	309	**32,668**	32,075	193	**33,375**	32,831
Mechanical	1,275	**34,218**	34,280	263	**35,633**	35,328
Metallurgical	87	**33,744**	33,275	28	**35,524**	34,249
Mining	29	**31,706**	31,798	12	**32,117**	30,048
Nuclear	14	**35,077**	34,223	2	**32,500**	35,900
Petroleum	41	**37,941**	40,673	6	**41,433**	40,726
Textile	1	**37,500**	30,917	3	**36,933**	36,650
Engineering Technology	179	**29,263**	31,311	13	**28,861**	29,697
Industrial Technology	13	**28,692**	26,052	5	**28,722**	34,926
Agriculture & Natural Resources						
Agribusiness	43	**22,094**	23,371	16	**25,031**	23,525
Animal Sciences	19	**22,972**	21,738	12	**20,617**	19,004
Plant Sciences	5	**25,200**	20,833	3	**22,000**	24,783
Natural Resources	22	**22,833**	22,212	6	**21,008**	19,800
Other Agricultural Sciences	18	**26,072**	22,679	12	**24,337**	21,607
Computer Sciences						
Computer Science	669	**31,555**	30,603	203	**30,581**	30,263
Computer Programming	33	**31,459**	31,213	13	**31,954**	29,900
Information Sciences & Systems	110	**29,949**	28,822	52	**29,246**	29,207
Systems Analysis	6	**31,857**	31,041	2	**31,360**	28,785
Health Sciences						
Allied Health	20	**28,937**	31,412	70	**29,285**	30,397
Health Sciences	10	**25,657**	27,066	38	**23,009**	22,527
Nursing	26	**32,688**	33,062	267	**30,905**	31,615
Pharmacy	36	**45,284**	41,647	81	**42,141**	41,527
Sciences						
Actuarial	41	**33,955**	33,218	11	**30,329**	28,855
Architectural & Environmental Design	33	**23,595**	25,204	16	**23,842**	20,409
Biological	47	**20,713**	22,760	54	**22,294**	20,862
Chemistry	36	**27,721**	27,128	34	**28,299**	28,033
Geological	8	**27,775**	26,988	2	**29,980**	24,421
Mathematics (incl. Statistics)	67	**29,055**	30,174	99	**24,811**	26,318
Physics	17	**26,835**	29,553	+	*	24,750
Other Physical & Earth Sciences	8	**23,905**	26,120	7	**20,205**	20,647
Textile Science	16	**29,282**	30,555	13	**28,192**	31,696
	11,009			7,917		

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers	- MEN - Average $ Offer		- WOMEN - Number of Offers	- WOMEN - Average $ Offer	
	September 1993	September 1993	September 1992	September 1993	September 1993	September 1992
FINANCE						
Accounting (Public)	1,117	**$28,405**	$27,820	1,184	**$28,080**	$27,706
Accounting (Private)	331	**25,901**	25,732	487	**25,811**	25,489
Commercial Banking (Consumer)	97	**23,855**	22,950	110	**22,489**	21,554
Commercial Banking (Lending)	153	**25,799**	24,789	82	**24,984**	24,584
Investment Banking (Corporate Finance)	69	**29,594**	28,657	18	**28,528**	28,498
Investment Banking (Mergers & Acquisitions)	7	**33,571**	31,375	8	**28,938**	N/A
Investment Banking (Real Estate)	3	**25,500**	31,063	11	**20,673**	23,040
Investment Banking (Sales & Trading)	32	**27,016**	26,792	14	**28,575**	23,569
Financial/Treasury Analysis	286	**28,252**	28,582	201	**28,602**	26,300
Portfolio Management/Brokerage	56	**23,542**	24,164	28	**26,032**	22,291
Insurance (Underwriting)	72	**26,113**	24,744	64	**24,699**	23,837
Insurance (Claims)	67	**24,351**	24,201	65	**22,737**	22,125
COMMUNICATIONS						
Design/Graphic Arts	18	**20,979**	21,435	31	**20,189**	17,390
Media Planning	12	**23,333**	22,679	26	**20,512**	20,214
Reporting	19	**18,078**	17,975	18	**17,964**	16,016
Production	26	**23,788**	22,843	34	**20,226**	17,940
Public Relations	31	**20,559**	22,122	65	**21,181**	20,345
Writing/Editing	18	**22,458**	21,708	36	**21,014**	23,467
MARKETING						
Advertising	22	**23,817**	21,957	45	**20,712**	19,485
Brand/Product Management	98	**25,060**	27,443	81	**24,813**	23,910
Buyer/Merchandising	104	**25,633**	24,881	184	**23,922**	22,776
Distribution	54	**27,096**	23,877	32	**26,239**	25,279
Market Research	53	**26,451**	26,205	49	**23,455**	23,534
Purchasing	13	**25,408**	28,486	11	**26,536**	24,006
Sales	839	**26,149**	25,485	443	**24,577**	23,937
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	23	**22,332**	22,576	46	**21,082**	21,703
Finance, Taxation, Monetary Policy	55	**25,061**	24,346	56	**24,979**	24,058
Economic Programs	9	**23,590**	22,481	10	**21,066**	21,700
Law Enforcement	43	**24,104**	23,836	23	**24,684**	21,438
Military	63	**25,025**	24,758	11	**23,207**	23,685
National Security	6	**29,265**	29,821	+	*	24,953
Urban/Regional Planning	22	**26,116**	25,525	6	**20,851**	24,417
ENGINEERING						
Bioengineering	7	**31,914**	28,500	4	**28,875**	35,100
Design/Construct	661	**30,643**	31,246	129	**31,859**	31,980
Environmental/Sanitation	92	**30,698**	30,736	45	**32,557**	32,047
Manufacturing/Industrial	541	**34,415**	34,337	200	**35,490**	35,152
Systems/Programming	176	**32,982**	32,137	41	**32,993**	33,236
Power Systems	138	**33,962**	33,853	32	**35,373**	34,603
Software Design & Development	275	**34,468**	33,494	42	**32,645**	33,747
Hardware Design & Development	203	**35,906**	34,372	32	**35,453**	32,844
Research & Development	134	**34,606**	35,004	63	**35,368**	36,368
Testing	86	**33,080**	30,718	28	**30,861**	32,474
Process Engineering	306	**38,346**	38,960	209	**39,647**	39,285
Project Engineering	445	**34,280**	34,219	99	**34,938**	34,847
Other Engineering	1,207	**33,575**	33,217	340	**34,646**	33,789
HEALTH CARE						
Administrative	17	**26,969**	22,900	33	**21,783**	23,212
Industrial Hygiene	3	**24,490**	19,444	+	*	N/A
Medical Technology	7	**28,758**	30,410	28	**24,652**	22,922
Nursing / Personal Care	26	**31,995**	32,256	275	**30,701**	31,474

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

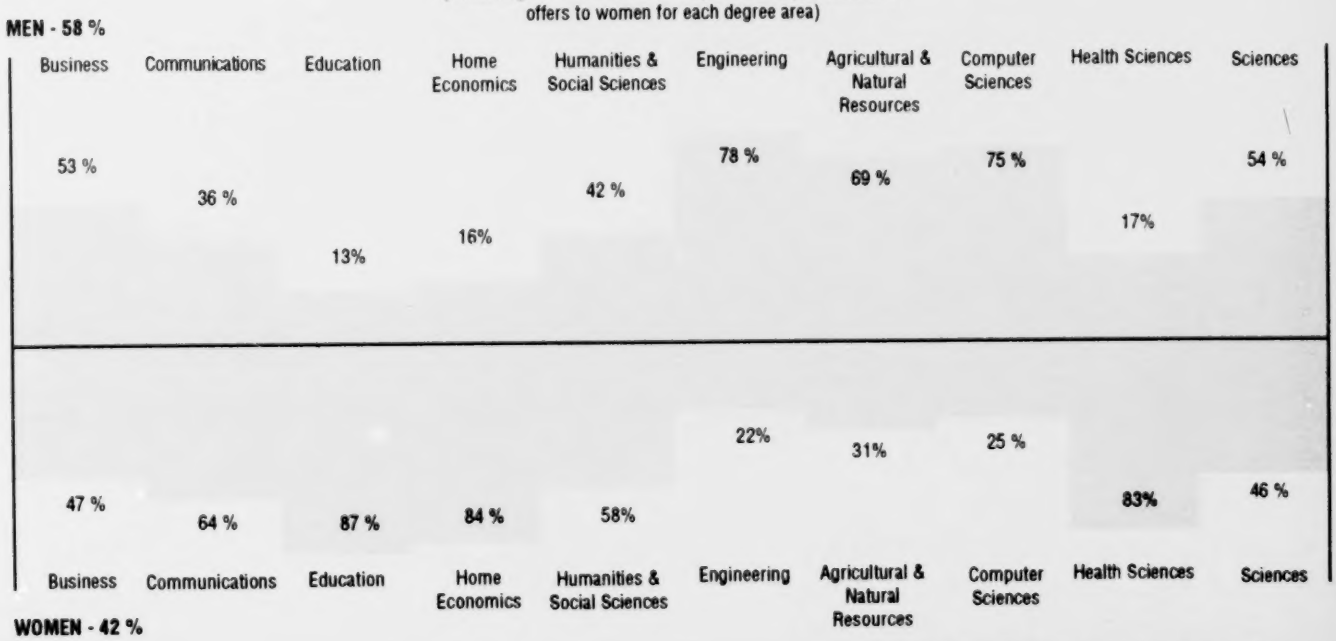
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers	- MEN - Average $ Offer		- WOMEN - Number of Offers	- WOMEN - Average $ Offer	
	September 1993	September 1993	September 1992	September 1993	September 1993	September 1992
Continued . . .						
Occupational Therapy	2	$24,000	$32,678	26	$32,698	$29,294
Pharmacist	37	44,682	42,335	81	42,067	41,393
Physical Therapy	7	26,340	30,167	8	22,000	26,991
Respiratory Therapy	+	*	N/A	+	*	N/A
Other Health Related	32	24,811	24,869	85	21,902	22,662
SOCIAL SERVICES						
Administration	21	20,284	20,829	49	19,694	18,987
Counseling	36	20,992	20,306	67	17,891	16,824
Fundraising/Development	8	16,174	23,500	17	16,238	20,540
Social Work	17	21,140	20,334	50	18,396	17,370
	431	29,865				
COMPUTER SCIENCE						
Computer Programming			29,610	185	28,789	28,616
Information Systems	261	30,304	29,315	146	30,089	28,864
Systems Analysis & Design	243	31,199	31,052	95	31,047	30,659
	45	33,244				
OTHER FUNCTIONAL AREAS						
Actuarial			32,185	23	29,001	28,191
Agricultural/Natural Resources	62	22,081	21,763	17	18,905	20,047
Architecture	14	20,320	24,437	8	22,456	20,650
Consulting	539	31,346	30,471	289	30,228	29,605
Human Resources/Industrial Relations	26	25,915	26,542	89	22,621	24,014
Management Trainee	859	24,065	23,639	824	22,761	22,115
Mathematician/Statistician	8	26,337	26,399	12	26,862	23,921
Paralegal	13	22,462	22,245	36	21,789	20,215
Research (Nontechnical)	7	24,174	29,725	16	24,144	19,500
Research (Technical)	31	25,134	27,819	27	27,836	24,742
Teaching	168	21,076	22,024	688	20,073	20,869
	11,009			7,917		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
PUBLIC ACCOUNTING	2214	$28,300	$32,000	$24,500
ADVERTISING	3	21,000	*	*
BANKING (COMMERCIAL)	99	24,458	29,000	18,000
BANKING (INVESTMENT)	**17**	**29,412**	*	*
COMMUNICATION SERVICES	21	30,441	35,000	24,500
COMPUTER SOFTWARE / DATA PROCESSING	12	26,588	*	*
CONSULTING SERVICES	19	26,076	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	8	25,538	*	*
FINANCE	72	25,157	31,200	20,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	8	24,845	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	15	25,713	*	*
INSURANCE	57	25,630	28,500	21,132
LEGAL SERVICES	1	27,000	*	*
MERCHANDISING	52	22,941	29,000	18,000
PERSONNEL SUPPLY SERVICES	**1**	**12,000**	*	*
PROTECTIVE SERVICES	2	18,700	*	*
PUBLISHING	7	20,971	*	*
REAL ESTATE	16	26,508	*	*
RESEARCH ORGANIZATIONS	1	30,000	*	*
TRANSPORTATION	**19**	**25,168**	*	*
UTILITIES	20	25,445	29,500	20,000
EDUCATION	10	21,379	*	*
FEDERAL GOVERNMENT	47	24,170	27,000	21,000
LOCAL/STATE GOVERNMENT	66	23,779	28,224	19,600
HOSPITALS	**9**	**21,801**	*	*
HEALTH SERVICES	13	22,140	*	*
MEMBERSHIP/RELIGIOUS	1	18,000	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	2	20,250	*	*
SOCIAL SERVICES	**7**	**18,278**	*	*
OTHER NONPROFIT EMPLOYERS	6	23,779	*	*
AEROSPACE	12	27,292	*	*
AGRIBUSINESS & PRODUCTS	8	28,550	*	*
AUTOMOTIVE & MECHANICAL	16	25,034	*	*
BUILDING MATERIALS & CONSTRUCTION	11	25,064	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	28	30,745	34,800	27,000
COMPUTERS & BUSINESS **MACHINES**	**34**	**27,357**	**34,500**	**22,000**
ELECTRICAL & ELECTRONIC	32	27,504	30,500	21,600
FOOD & BEVERAGE	25	27,600	31,500	21,000
HOUSEHOLD & PERSONAL	7	31,500	*	*
METALS & METAL PRODUCTS	8	27,218	*	*
MINING	**2**	**26,650**	*	*
PACKAGING & ALLIED PRODUCTS	10	26,806	*	*
PAPER & WOOD PRODUCTS	20	$27,595	$31,000	$24,000
PETROLEUM	34	29,148	31,000	27,000
PRINTING	3	23,683	*	*
SCIENTIFIC & INDUSTRIAL **MEASURING INSTRUMENTS**	**2**	**24,600**	*	*
TEXTILES & APPAREL	6	27,133	*	*
WIDELY DIVERSIFIED	16	27,925	*	*
OTHER EMPLOYERS	53	24,284	30,000	17,680
BUSINESS ADMINISTRATION				
PUBLIC ACCOUNTING	41	27,280	33,500	22,500
ADVERTISING	11	18,327	*	*
BANKING (COMMERCIAL)	117	24,396	29,500	20,000
BANKING (INVESTMENT)	14	26,929	*	*
COMMUNICATION SERVICES	**17**	**25,447**	*	*
COMPUTER SOFTWARE / DATA PROCESSING	28	26,275	31,512	20,000
CONSULTING SERVICES	84	29,533	35,000	26,000
ENGINEERING / SURVEYING / **ENVIRONMENTAL**	**3**	**23,333**	*	*
FINANCE	81	25,007	32,000	18,500
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	20	21,450	25,000	15,000
HOSPITALITY(HOTELS/MOTELS/ **RESTAURANTS)**	**17**	**21,748**	*	*
INSURANCE	136	24,890	30,000	20,000
LEGAL SERVICES	5	25,220	*	*
MERCHANDISING	422	22,848	27,000	18,000
PERSONNEL SUPPLY SERVICES	3	20,987	*	*
PUBLISHING	**3**	**22,967**	*	*
REAL ESTATE	8	27,075	*	*
RESEARCH ORGANIZATIONS	2	21,500	*	*
TRANSPORTATION	48	22,644	28,875	18,000
UTILITIES	11	28,528	*	*
EDUCATION	**10**	**21,950**	*	*
FEDERAL GOVERNMENT	33	24,130	27,830	18,096
LOCAL/STATE GOVERNMENT	17	22,845	*	*
HOSPITALS	16	23,709	*	*
HEALTH SERVICES	15	25,809	*	*
MEMBERSHIP/RELIGIOUS	**2**	**12,563**	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	22,500	*	*
SOCIAL SERVICES	2	16,000	*	*
OTHER NONPROFIT EMPLOYERS	5	20,128	*	*
AEROSPACE	**12**	**28,500**	*	*
AGRIBUSINESS & PRODUCTS	6	22,933	*	*
AUTOMOTIVE & MECHANICAL	15	28,568	*	*
BUILDING MATERIALS & CONSTRUCTION	24	23,688	30,000	18,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	32	29,175	33,000	24,000
COMPUTERS & BUSINESS MACHINES	28	$27,212	$36,000	$18,000
ELECTRICAL & ELECTRONIC	21	25,904	33,500	20,000
FOOD & BEVERAGE	40	27,145	34,000	22,500
HOUSEHOLD & PERSONAL CARE PRODUCTS	5	29,160	*	*
METALS & METAL PRODUCTS	8	24,113	*	*
PACKAGING & ALLIED PRODUCTS	4	21,750	*	*
PAPER & WOOD PRODUCTS	11	26,336	*	*
PETROLEUM	**1**	**27,000**	*	*
PRINTING	7	22,217	*	*
RUBBER PRODUCTS	1	27,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	4	24,100	*	*
STONE, CLAY, GLASS & CONCRETE	**2**	**41,300**	*	*
TEXTILES & APPAREL	17	25,959	*	*
WIDELY DIVERSIFIED	7	25,363	*	*
OTHER EMPLOYERS	73	22,888	27,600	18,000
DISTRIBUTION MANAGEMENT				
BANKING (INVESTMENT)	1	24,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	2	29,750	*	*
FINANCE	1	22,000	*	*
MERCHANDISING	**20**	**25,030**	**30,000**	**22,000**
PERSONNEL SUPPLY SERVICES	1	21,000	*	*
RESEARCH ORGANIZATIONS	1	28,500	*	*
TRANSPORTATION	6	25,900	*	*
UTILITIES	3	24,667	*	*
FEDERAL GOVERNMENT	**3**	**22,800**	*	*
AUTOMOTIVE & MECHANICAL	1	22,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	23,000	*	*
CHEMICALS, DRUGS, & **ALLIED PRODUCTS**	**7**	**29,000**	*	*
COMPUTERS & BUSINESS MACHINES	1	39,000	*	*
FOOD & BEVERAGE	1	32,000	*	*
METALS & METAL PRODUCTS	1	26,000	*	*
PETROLEUM	**1**	**31,500**	*	*
TEXTILES & APPAREL	1	26,400	*	*
ECONOMICS & FINANCE				
PUBLIC ACCOUNTING	58	28,937	32,500	27,000
ADVERTISING	**1**	**25,000**	*	*
ARCHITECTURAL SERVICES	1	29,000	*	*
BANKING (COMMERCIAL)	315	25,707	30,000	20,000
BANKING (INVESTMENT)	94	29,585	35,000	21,000
COMMUNICATION SERVICES	7	27,129	*	*
COMPUTER SOFTWARE / DATA PROCESSING	19	27,363	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Economics & Finance (cont.)				
CONSULTING SERVICES	150	$30,150	$35,000	$26,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	5	31,100	*	*
FINANCE	**203**	**26,881**	**34,000**	**20,000**
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	13	22,355	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	9	22,544	*	*
INSURANCE	**108**	**26,438**	**35,000**	**20,000**
LEGAL SERVICES	3	27,833	*	*
MERCHANDISING	107	24,046	28,000	19,500
PERSONNEL SUPPLY SERVICES	3	25,667	*	*
PROTECTIVE SERVICES	2	20,000	*	*
PUBLISHING	**2**	**23,500**	*	*
REAL ESTATE	13	24,051	*	*
RESEARCH ORGANIZATIONS	6	26,717	*	*
TRANSPORTATION	18	23,967	*	*
UTILITIES	11	29,273	*	*
EDUCATION	**6**	**18,775**	*	*
FEDERAL GOVERNMENT	37	24,776	31,000	18,960
LOCAL/STATE GOVERNMENT	6	22,900	*	*
HOSPITALS	1	25,800	*	*
HEALTH SERVICES	4	25,750	*	*
MEMBERSHIP/RELIGIOUS	**6**	**19,167**	*	*
OTHER NONPROFIT EMPOYERS	1	26,000	*	*
AEROSPACE	5	26,160	*	*
AGRIBUSINESS & PRODUCTS	6	27,083	*	*
AUTOMOTIVE & MECHANICAL	11	28,109	*	*
BUILDING MATERIALS & CONSTRUCTION	8	25,700	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	22	30,780	33,000	26,000
COMPUTERS & BUSINESS **MACHINES**	**22**	**27,358**	**32,500**	**21,000**
ELECTRICAL & ELECTRONIC	21	30,636	33,500	27,000
FOOD & BEVERAGE	17	27,688	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	6	28,721	*	*
METALS & METAL PRODUCTS	**8**	**24,456**	*	*
MINING	2	25,500	*	*
PACKAGING & ALLIED PRODUCTS	3	30,017	*	*
PAPER & WOOD PRODUCTS	16	31,275	*	*
PETROLEUM	16	30,316	*	*
PRINTING	**2**	**27,500**	*	*
RUBBER PRODUCTS	2	28,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	7	31,071	*	*
STONE, CLAY, GLASS & CONCRETE	1	30,600	*	*
TEXTILES & APPAREL	**2**	**27,000**	*	*
WIDELY DIVERSIFIED	7	29,271	*	*
OTHER EMPLOYERS	48	24,243	29,000	18,000
HOTEL/RESTAURANT MANAGEMENT				
COMPUTER SOFTWARE / DATA PROCESSING	1	24,000	*	*
CONSULTING SERVICES	1	$19,500	*	*
FINANCE	1	16,600	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	12	19,642	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	**73**	**20,138**	**$24,000**	**$15,000**
MERCHANDISING	6	22,340	*	*
REAL ESTATE	1	22,000	*	*
TRANSPORTATION	4	23,125	*	*
UTILITIES	**1**	**23,000**	*	*
FEDERAL GOVERNMENT	1	15,600	*	*
HOSPITALS	1	24,500	*	*
MEMBERSHIP/RELIGIOUS	1	24,000	*	*
OTHER NONPROFIT EMPLOYERS	1	19,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	22,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	26,000	*	*
FOOD & BEVERAGE	2	22,200	*	*
PETROLEUM	**2**	**30,250**	*	*
TEXTILES & APPAREL	1	25,500	*	*
WIDELY DIVERSIFIED	1	28,000	*	*
HUMAN RESOURCES				
BANKING (COMMERCIAL)	**1**	**15,000**	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	20,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	20,500	*	*
INSURANCE	**7**	**20,920**	*	*
MERCHANDISING	19	21,916	*	*
PERSONNEL SUPPLY SERVICES	1	22,000	*	*
PUBLISHING	1	20,000	*	*
RESEARCH ORGANIZATIONS	1	16,000	*	*
TRANSPORTATION	**4**	**22,475**	*	*
EDUCATION	1	12,000	*	*
FEDERAL GOVERNMENT	4	26,796	*	*
HEALTH SERVICES	5	19,080	*	*
MUSEUMS & CULTURAL **ORGANIZATIONS**	**1**	**22,500**	*	*
SOCIAL SERVICES	1	14,000	*	*
OTHER NONPROFIT EMPLOYERS	1	26,000	*	*
AEROSPACE	4	32,450	*	*
AGRIBUSINESS & PRODUCTS	1	25,000	*	*
AUTOMOTIVE & MECHANICAL	**2**	**24,000**	*	*
BUILDING MATERIALS & CONSTRUCTION	3	20,667	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	27,000	*	*
COMPUTERS & BUSINESS MACHINES	2	21,500	*	*
ELECTRICAL & ELECTRONIC	2	22,356	*	*
FOOD & BEVERAGE	4	27,275	*	*
METALS & METAL PRODUCTS	2	24,350	*	*
PACKAGING & ALLIED PRODUCTS	**1**	**22,880**	*	*
PAPER & WOOD PRODUCTS	2	20,000	*	*
TEXTILES & APPAREL	4	$29,350	*	*
WIDELY DIVERSIFIED	1	30,000	*	*
OTHER EMPLOYERS	2	17,400	*	*
MANAGEMENT INFORMATION SYSTEMS				
PUBLIC ACCOUNTING	17	31,329	*	*
ADVERTISING	2	26,750	*	*
BANKING (COMMERCIAL)	5	26,640	*	*
BANKING (INVESTMENT)	1	30,000	*	*
COMMUNICATION SERVICES	**23**	**30,213**	**$32,000**	**$29,000**
COMPUTER SOFTWARE / DATA PROCESSING	68	28,047	34,200	22,000
CONSULTING SERVICES	71	30,899	33,000	28,000
ENGINEERING / SURVEYING / **ENVIRONMENTAL**	**4**	**30,100**	*	*
FINANCE	19	28,342	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	24,500	*	*
HOSPITALITY(HOTELS/MOTELS/ **RESTAURANTS)**	**1**	**25,000**	*	*
INSURANCE	26	28,955	31,000	27,100
LEGAL SERVICES	1	28,500	*	*
MERCHANDISING	15	24,879	*	*
PUBLISHING	1	26,000	*	*
RESEARCH ORGANIZATIONS	**4**	**27,950**	*	*
TRANSPORTATION	7	28,018	*	*
UTILITIES	15	30,711	*	*
EDUCATION	1	36,800	*	*
FEDERAL GOVERNMENT	13	24,351	*	*
LOCAL/STATE GOVERNMENT	**6**	**24,169**	*	*
HOSPITALS	1	29,400	*	*
HEALTH SERVICES	3	43,767	*	*
SOCIAL SERVICES	1	25,000	*	*
AEROSPACE	3	30,833	*	*
AGRIBUSINESS & PRODUCTS	**8**	**30,375**	*	*
AUTOMOTIVE & MECHANICAL	2	31,650	*	*
BUILDING MATERIALS & CONSTRUCTION	2	27,600	*	*
CHEMICALS, DRUGS, & **ALLIED PRODUCTS**	**3**	**35,733**	*	*
COMPUTERS & BUSINESS MACHINES	29	33,054	35,500	31,000
ELECTRICAL & ELECTRONIC	20	30,827	34,200	27,000
FOOD & BEVERAGE	8	27,875	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,000	*	*
PAPER & WOOD PRODUCTS	3	27,132	*	*
PETROLEUM	11	31,273	*	*
PRINTING	1	27,000	*	*
RUBBER PRODUCTS	**1**	**32,000**	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	34,800	*	*
OTHER EMPLOYERS	15	27,647	*	*
MARKETING/MARKETING MANAGEMENT				
PUBLIC ACCOUNTING	3	28,999	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Marketing (cont.)				
ADVERTISING	22	$21,585	$26,000	$17,000
ARCHITECTURAL SERVICES	1	20,800	*	*
BANKING (COMMERCIAL)	52	23,383	29,500	17,500
BANKING (INVESTMENT)	4	31,250	*	*
COMMUNICATION SERVICES	25	21,948	26,000	15,000
COMPUTER SOFTWARE / DATA PROCESSING	42	23,802	29,000	18,000
CONSULTING SERVICES	25	26,928	32,000	23,500
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	30,000	*	*
FINANCE	40	23,866	30,000	18,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	13	21,538	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	10	21,244	*	*
INSURANCE	59	25,313	32,000	20,000
LEGAL SERVICES	2	18,000	*	*
MERCHANDISING	414	23,240	28,000	18,000
PERSONNEL SUPPLY SERVICES	7	21,429	*	*
PUBLISHING	10	27,441	*	*
REAL ESTATE	3	24,333	*	*
RESEARCH ORGANIZATIONS	13	23,055	*	*
TRANSPORTATION	46	24,828	30,000	19,200
UTILITIES	3	22,667	*	*
EDUCATION	6	23,697	*	*
FEDERAL GOVERNMENT	19	22,733	*	*
LOCAL/STATE GOVERNMENT	1	27,000	*	*
HOSPITALS	3	30,903	*	*
HEALTH SERVICES	3	22,667	*	*
MEMBERSHIP/RELIGIOUS	2	14,500	*	*
SOCIAL SERVICES	4	26,875	*	*
OTHER NONPROFIT EMPLOYERS	7	24,729	*	*
AEROSPACE	2	18,200	*	*
AGRIBUSINESS & PRODUCTS	6	25,850	*	*
AUTOMOTIVE & MECHANICAL	28	29,724	34,040	20,800
BUILDING MATERIALS & CONSTRUCTION	17	21,682	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	37	28,090	33,000	19,800
COMPUTERS & BUSINESS MACHINES	40	24,580	30,266	18,000
ELECTRICAL & ELECTRONIC	21	25,664	28,500	23,000
FOOD & BEVERAGE	81	27,035	31,500	23,750
HOUSEHOLD & PERSONAL CARE PRODUCTS	11	27,082	*	*
METALS & METAL PRODUCTS	4	25,124	*	*
PACKAGING & ALLIED PRODUCTS	3	26,503	*	*
PAPER & WOOD PRODUCTS	13	27,062	*	*
PETROLEUM	6	29,750	*	*
PRINTING	9	21,111	*	*
RUBBER PRODUCTS	5	27,520	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	8	30,825	*	*
STONE, CLAY, GLASS & CONCRETE	2	32,000	*	*
TEXTILES & APPAREL	7	24,786	*	*
WIDELY DIVERSIFIED	20	$25,290	$30,000	$23,000
OTHER EMPLOYERS	91	23,675	29,000	18,000
REAL ESTATE				
PUBLIC ACCOUNTING	1	35,000	*	*
BANKING (COMMERCIAL)	1	19,200	*	*
BANKING (INVESTMENT)	2	28,250	*	*
CONSULTING SERVICES	4	30,750	*	*
PROTECTIVE SERVICES	1	30,000	*	*
REAL ESTATE	7	23,194	*	*
FEDERAL GOVERNMENT	1	17,686	*	*
LOCAL/STATE GOVERNMENT	1	16,600	*	*
ADVERTISING				
ADVERTISING	19	22,070	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	21,600	*	*
CONSULTING SERVICES	1	18,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	19,200	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	19,998	*	*
INSURANCE	2	30,500	*	*
MERCHANDISING	1	20,000	*	*
PROTECTIVE SERVICES	1	19,200	*	*
PUBLISHING	5	19,400	*	*
EDUCATION	1	25,000	*	*
HOSPITALS	3	15,000	*	*
HEALTH SERVICES	1	21,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	28,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	21,000	*	*
ELECTRICAL & ELECTRONIC	1	27,840	*	*
PAPER & WOOD PRODUCTS	1	17,000	*	*
PRINTING	1	23,000	*	*
OTHER EMPLOYERS	1	23,000	*	*
COMMUNICATIONS				
ADVERTISING	12	19,150	*	*
BANKING (COMMERCIAL)	11	21,882	*	*
COMMUNICATION SERVICES	32	19,567	25,000	15,000
COMPUTER SOFTWARE / DATA PROCESSING	5	16,824	*	*
CONSULTING SERVICES	6	20,100	*	*
FINANCE	5	21,200	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	10	19,100	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	8	23,563	*	*
INSURANCE	15	21,716	*	*
LEGAL SERVICES	1	23,000	*	*
MERCHANDISING	67	22,627	25,300	16,500
PERSONNEL SUPPLY SERVICES	2	21,250	*	*
PUBLISHING	14	20,823	*	*
TRANSPORTATION	20	21,668	27,000	18,000
UTILITIES	1	$31,000	*	*
EDUCATION	11	19,332	*	*
FEDERAL GOVERNMENT	8	22,000	*	*
LOCAL/STATE GOVERNMENT	3	20,562	*	*
HOSPITALS	5	20,493	*	*
HEALTH SERVICES	4	20,400	*	*
MEMBERSHIP/RELIGIOUS	6	18,833	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	18,000	*	*
SOCIAL SERVICES	10	19,830	*	*
OTHER NONPROFIT EMPLOYERS	4	20,250	*	*
AUTOMOTIVE & MECHANICAL	3	27,933	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	7	28,471	*	*
COMPUTERS & BUSINESS MACHINES	3	20,333	*	*
ELECTRICAL & ELECTRONIC	5	24,600	*	*
FOOD & BEVERAGE	6	26,148	*	*
METALS & METAL PRODUCTS	1	25,992	*	*
PAPER & WOOD PRODUCTS	3	22,967	*	*
PETROLEUM	1	25,000	*	*
PRINTING	1	18,000	*	*
RUBBER PRODUCTS	1	24,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	31,000	*	*
STONE, CLAY, GLASS & CONCRETE	1	18,000	*	*
TEXTILES & APPAREL	2	21,650	*	*
WIDELY DIVERSIFIED	1	22,200	*	*
OTHER EMPLOYERS	18	21,790	*	*
JOURNALISM				
ADVERTISING	8	20,725	*	*
BANKING (COMMERCIAL)	2	31,500	*	*
BANKING (INVESTMENT)	1	18,000	*	*
COMMUNICATION SERVICES	19	18,298	*	*
CONSULTING SERVICES	2	24,000	*	*
INSURANCE	4	31,125	*	*
MERCHANDISING	22	21,873	$23,500	$19,000
PUBLISHING	20	18,032	25,900	12,000
REAL ESTATE	1	22,000	*	*
RESEARCH ORGANIZATIONS	1	16,000	*	*
EDUCATION	5	18,360	*	*
FEDERAL GOVERNMENT	1	25,000	*	*
LOCAL/STATE GOVERNMENT	1	26,000	*	*
HEALTH SERVICES	2	15,280	*	*
MEMBERSHIP/RELIGIOUS	2	23,250	*	*
SOCIAL SERVICES	4	18,750	*	*
OTHER NONPROFIT EMPLOYERS	2	25,000	*	*
PACKAGING & ALLIED PRODUCTS	1	12,000	*	*
PAPER & WOOD PRODUCTS	1	28,900	*	*
OTHER EMPLOYERS	7	20,114	*	*
TELECOMMUNICATIONS/BROADCASTING				
ADVERTISING	3	17,860	*	*
COMMUNICATION SERVICES	17	20,904	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Telecommunications (cont.)				
COMPUTER SOFTWARE / DATA PORCESSING	3	$26,167	*	*
CONSULTING SERVICES	1	29,900	*	*
INSURANCE	5	25,400	*	*
MERCHANDISING	8	23,250	*	*
EDUCATION	3	31,867	*	*
FEDERAL GOVERNMENT	2	20,473	*	*
BUILDING MATERIALS & CONSTRUCTION	1	22,000	*	*
FOOD & BEVERAGE	5	28,400	*	*
TEXTILES & APPAREL	1	36,000	*	*
OTHER EMPLOYERS	2	14,750	*	*
ELEMENTARY EDUCATION				
PUBLIC ACCOUNTING	1	23,500	*	*
BANKING (COMMERCIAL)	1	22,000	*	*
FINANCE	1	23,500	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	22,500	*	*
INSURANCE	1	25,776	*	*
MERCHANDISING	3	22,533	*	*
PERSONNEL SUPPLY SERVICES	1	18,720	*	*
TRANSPORTATION	2	26,950	*	*
EDUCATION	372	20,146	$25,100	$13,200
LOCAL/STATE GOVERNMENT	6	26,303	*	*
HOSPITALS	1	15,600	*	*
HEALTH SERVICES	3	19,160	*	*
MEMBERSHIP/RELIGIOUS	42	18,384	21,130	15,900
SOCIAL SERVICES	3	16,025	*	*
OTHER EMPLOYERS	1	20,000	*	*
PRE-ELEMENTARY EDUCATION				
MERCHANDISING	1	11,440	*	*
EDUCATION	28	17,650	21,681	12,000
HEALTH SERVICES	1	12,000	*	*
MEMBERSHIP/RELIGIOUS	6	15,986	*	*
SOCIAL SERVICES	10	14,722	*	*
OTHER NONPROFIT EMPLOYERS	1	13,000	*	*
PHYSICAL EDUCATION				
MERCHANDISING	1	20,000	*	*
EDUCATION	27	21,413	26,134	15,600
LOCAL/STATE GOVERNMENT	1	24,000	*	*
HEALTH SERVICES	3	19,333	*	*
SOCIAL SERVICES	1	19,000	*	*
OTHER NONPROFIT EMPLOYERS	1	25,000	*	*
OTHER EMPLOYERS	1	24,000	*	*
SPECIAL EDUCATION				
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	11,000	*	*
EDUCATION	92	22,008	26,300	17,787
LOCAL/STATE GOVERNMENT	1	17,500	*	*
HOSPITALS	1	32,000	*	*
HEALTH SERVICES	3	18,284	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HUMAN ECOLOGY (HOME ECONOMICS)				
BANKING (COMMERCIAL)	1	$10,920	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	35,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	8	22,638	*	*
MERCHANDISING	11	23,182	*	*
REAL ESTATE	1	11,136	*	*
TRANSPORTATION	1	21,000	*	*
EDUCATION	5	19,503	*	*
FEDERAL GOVERNMENT	1	23,000	*	*
HOSPITALS	4	20,697	*	*
HEALTH SERVICES	2	19,100	*	*
MEMBERSHIP/RELIGIOUS	2	16,575	*	*
SOCIAL SERVICES	11	17,838	*	*
OTHER NONPROFIT EMPLOYERS	3	18,160	*	*
COMPUTERS & BUSINESS MACHINES	1	29,532	*	*
TEXTILES & APPAREL	1	20,000	*	*
OTHER EMPLOYERS	2	18,000	*	*
TEXTILES & CLOTHING				
BANKING (COMMERCIAL)	1	10,000	*	*
MERCHANDISING	38	21,135	$25,000	$17,000
EDUCATION	1	15,000	*	*
COMPUTERS & BUSINESS MACHINES	2	26,500	*	*
RUBBER PRODUCTS	1	18,500	*	*
TEXTILES & APPAREL	9	25,818	*	*
MERCHANDISING MANAGEMENT				
BANKING (COMMERCIAL)	1	14,000	*	*
MERCHANDISING	26	21,208	24,000	18,000
HEALTH SERVICES	1	18,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	28,000	*	*
FOREIGN LANGUAGES				
ADVERTISING	2	20,500	*	*
BANKING (COMMERCIAL)	1	18,000	*	*
COMMUNICATION SERVICES	1	25,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	2	19,000	*	*
CONSULTING SERVICES	3	24,667	*	*
FINANCE	3	33,667	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	23,000	*	*
INSURANCE	1	20,000	*	*
MERCHANDISING	12	22,917	*	*
PUBLISHING	1	26,000	*	*
EDUCATION	16	21,707	*	*
FEDERAL GOVERNMENT	2	21,925	*	*
LOCAL/STATE GOVERNMENT	1	27,000	*	*
MEMBERSHIP/RELIGIOUS	1	16,000	*	*
OTHER NONPROFIT EMPLOYERS	1	16,000	*	*
AUTOMOTIVE & MECHANICAL	2	26,100	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ELECTRICAL & ELECTRONIC	1	$28,000	*	*
OTHER EMPLOYERS	2	24,500	*	*
LETTERS (incl. English)				
PUBLIC ACCOUNTING	2	25,000	*	*
ADVERTISING	6	21,749	*	*
BANKING (COMMERCIAL)	10	22,700	*	*
BANKING (INVESTMENT)	2	31,750	*	*
COMMUNICATION SERVICES	4	20,425	*	*
COMPUTER SOFTWARE / DATA PROCESSING	6	23,767	*	*
CONSULTING SERVICES	4	24,850	*	*
FINANCE	4	26,450	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	4	23,375	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	18,000	*	*
INSURANCE	16	23,939	*	*
LEGAL SERVICES	4	19,650	*	*
MERCHANDISING	17	22,000	*	*
PROTECTIVE SERVICES	3	20,833	*	*
PUBLISHING	14	18,423	*	*
REAL ESTATE	2	11,200	*	*
TRANSPORTATION	3	20,867	*	*
EDUCATION	53	19,146	$24,000	$14,000
FEDERAL GOVERNMENT	4	25,500	*	*
LOCAL/STATE GOVERNMENT	2	17,000	*	*
HOSPITALS	4	17,610	*	*
HEALTH SERVICES	3	17,133	*	*
MEMBERSHIP/RELIGIOUS	1	19,000	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	2	17,000	*	*
SOCIAL SERVICES	2	16,000	*	*
OTHER NONPROFIT EMPLOYERS	6	16,000	*	*
AGRIBUSINESS & PRODUCTS	1	29,000	*	*
AUTOMOTIVE & MECHANICAL	2	29,200	*	*
BUILDING MATERIALS & CONSTRUCTION	4	21,750	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	5	30,100	*	*
COMPUTERS & BUSINESS MACHINES	1	25,000	*	*
PRINTING	1	25,672	*	*
TEXTILES & APPAREL	2	29,000	*	*
WIDELY DIVERSIFIED	1	18,000	*	*
OTHER EMPLOYERS	12	22,703	*	*
VISUAL & PERFORMING ARTS				
ADVERTISING	5	17,424	*	*
ARCHITECTURAL SERVICES	1	19,000	*	*
COMMUNICATION SERVICES	2	21,500	*	*
CONSULTING SERVICES	2	33,000	*	*
FINANCE	1	25,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	12,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Visual & Performing Arts(cont.)				
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	$20,500	*	*
INSURANCE	1	23,800	*	*
MERCHANDISING	**7**	**20,509**	*	*
PERSONNEL SUPPLY SERVICES	1	16,000	*	*
PUBLISHING	5	18,560	*	*
REAL ESTATE	1	18,000	*	*
RESEARCH ORGANIZATIONS	2	25,000	*	*
TRANSPORTATION	**2**	**28,875**	*	*
EDUCATION	30	20,664	$23,804	$17,000
LOCAL/STATE GOVERNMENT	1	21,300	*	*
HOSPITALS	1	25,000	*	*
HEALTH SERVICES	2	18,840	*	*
MEMBERSHIP/RELIGIOUS	**2**	**24,500**	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	3	17,267	*	*
SOCIAL SERVICES	2	19,500	*	*
BUILDING MATERIALS & CONSTRUCTION	2	24,250	*	*
PRINTING	1	14,560	*	*
TEXTILES & APPAREL	3	20,000	*	*
WIDELY DIVERSIFIED	3	21,833	*	*
OTHER EMPLOYERS	5	16,921	*	*
HUMANITIES - OTHER				
BANKING (COMMERCIAL)	2	19,000	*	*
COMMUNICATION SERVICES	1	52,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	3	26,619	*	*
CONSULTING SERVICES	1	26,484	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	30,000	*	*
FINANCE	2	28,836	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	3	19,333	*	*
INSURANCE	2	23,250	*	*
LEGAL SERVICES	3	23,000	*	*
MERCHANDISING	20	22,460	29,000	15,750
PERSONNEL SUPPLY SERVICES	**2**	**17,500**	*	*
PUBLISHING	4	22,000	*	*
REAL ESTATE	1	28,000	*	*
TRANSPORTATION	2	25,438	*	*
EDUCATION	14	22,046	*	*
FEDERAL GOVERNMENT	**4**	**31,250**	*	*
LOCAL/STATE GOVERNMENT	6	31,560	*	*
HOSPITALS	1	23,000	*	*
HEALTH SERVICES	1	26,000	*	*
MEMBERSHIP/RELIGIOUS	2	14,500	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	21,396	*	*
SOCIAL SERVICES	3	22,781	*	*
OTHER NONPROFIT EMPLOYERS	1	18,000	*	*
AUTOMOTIVE & MECHANICAL	2	35,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	20,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	$23,800	*	*
COMPUTERS & BUSINESS MACHINES	1	14,400	*	*
ELECTRICAL & ELECTRONIC	**2**	**32,500**	*	*
FOOD & BEVERAGE	1	27,500	*	*
PETROLEUM	2	28,240	*	*
TEXTILES & APPAREL	1	24,500	*	*
WIDELY DIVERSIFIED	2	19,998	*	*
OTHER EMPLOYERS	**6**	**25,483**	*	*
CRIMINAL JUSTICE				
BANKING (COMMERCIAL)	1	20,000	*	*
CONSULTING SERVICES	1	28,500	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	30,000	*	*
INSURANCE	1	20,000	*	*
MERCHANDISING	6	18,607	*	*
PERSONNEL SUPPLY SERVES	1	21,000	*	*
PROTECTIVE SERVICES	**10**	**19,375**	*	*
TRANSPORTATION	2	21,425	*	*
EDUCATION	3	19,333	*	*
FEDERAL GOVERNMENT	5	22,000	*	*
LOCAL/STATE GOVERNMENT	18	28,121	*	*
HOSPITALS	**1**	**18,500**	*	*
MEMBERSHIP/RELIGIOUS	1	22,500	*	*
SOCIAL SERVICES	7	20,571	*	*
AUTOMOTIVE & MECHANICAL	3	19,880	*	*
BUILDING MATERIALS & CONSTRUCTION	1	18,000	*	*
COMPUTERS & BUSINESS MACHINES	1	35,000	*	*
OTHER EMPLOYERS	1	12,000	*	*
HISTORY				
ADVERTISING	3	22,667	*	*
BANKING (COMMERCIAL)	8	25,313	*	*
BANKING (INVESTMENT)	5	33,600	*	*
COMMUNICATION SERVIC	2	24,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	20,000	*	*
CONSULTING SERVICES	12	30,208	*	*
FINANCE	7	31,049	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	3	22,083	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	20,000	*	*
INSURANCE	10	21,500	*	*
LEGAL SERVICES	18	22,306	*	*
MERCHANDISING	**5**	**18,300**	*	*
PERSONNEL SUPPLY SERVICES	1	22,500	*	*
PROTECTIVE SERVICES	1	10,000	*	*
PUBLISHING	2	21,400	*	*
REAL ESTATE	2	39,000	*	*
UTILITIES	**1**	**21,800**	*	*
EDUCATION	25	19,896	$24,000	$15,000
FEDERAL GOVERNMENT	11	$24,626	*	*
LOCAL/STATE GOVERNMENT	2	17,760	*	*
SOCIAL SERVICES	4	22,500	*	*
OTHER NONPROFIT EMPLOYERS	1	14,000	*	*
BUILDING MATERIALS & CONSTRUCTION	2	30,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	26,000	*	*
COMPUTERS & BUSINESS MACHINES	**1**	**27,000**	*	*
ELECTRICAL & ELECTRONIC	1	32,000	*	*
FOOD & BEVERAGE	1	30,000	*	*
METALS & METAL PRODUCTS	1	28,800	*	*
PAPER & WOOD PRODUCTS	1	29,000	*	*
PRINTING	**1**	**15,000**	*	*
TEXTILES & APPAREL	2	21,550	*	*
WIDELY DIVERSIFIED	1	22,000	*	*
OTHER EMPLOYERS	6	21,933	*	*
POLITICAL SCIENCE/GOVERNMENT				
PUBLIC ACCOUNTING	3	30,833	*	*
ADVERTISING	2	24,000	*	*
ARCHITECTURAL SERVICES	1	32,000	*	*
BANKING (COMMERCIAL)	11	22,773	*	*
BANKING (INVESTMENT)	**11**	**28,664**	*	*
COMMUNICATION SERVICES	2	21,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	6	23,267	*	*
CONSULTING SERVICES	23	28,070	$33,000	$24,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	35,250	*	*
FINANCE	17	27,876	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	4	22,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	21,000	*	*
INSURANCE	15	24,471	*	*
LEGAL SERVICES	10	22,810	*	*
MERCHANDISING	21	23,293	26,000	19,000
PERSONNEL SUPPLY SERVICES	**1**	**16,800**	*	*
PROTECTIVE SERVICES	4	20,392	*	*
PUBLISHING	2	22,000	*	*
REAL ESTATE	1	16,000	*	*
RESEARCH ORGANIZATIONS	4	23,750	*	*
TRANSPORTATION	**3**	**20,200**	*	*
EDUCATION	16	21,774	*	*
FEDERAL GOVERNMENT	16	22,188	*	*
LOCAL/STATE GOVERNMENT	11	22,392	*	*
HOSPITALS	1	22,900	*	*
HEALTH SERVICES	**1**	**28,800**	*	*
MEMBERSHIP/RELIGIOUS	4	18,930	*	*
SOCIAL SERVICES	1	21,000	*	*
OTHER NONPROFIT EMPLOYERS	1	12,000	*	*
AUTOMOTIVE & MECHANICAL	1	34,200	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	28,333	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Political Science/Government (cont.)				
COMPUTERS & BUSINESS MACHINES	4	$24,875	*	*
ELECTRICAL & ELECTRONIC	2	27,500	*	*
FOOD & BEVERAGE	1	28,000	*	*
PAPER & WOOD PRODUCTS	1	27,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	20,000	*	*
WIDELY DIVERSIFIED	5	28,540	*	*
OTHER EMPLOYERS	8	24,300	*	*
PSYCHOLOGY				
ADVERTISING	3	21,667	*	*
BANKING (COMMERCIAL)	4	25,000	*	*
BANKING (INVESTMENT)	2	27,000	*	*
COMMUNICATION SERVICES	3	20,500	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	30,000	*	*
CONSULTING SERVICES	4	24,400	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	21,167	*	*
FINANCE	3	21,667	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	3	26,367	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	2	15,000	*	*
INSURANCE	16	23,340	*	*
LEGAL SERVICES	2	15,500	*	*
MERCHANDISING	29	21,053	$24,300	$16,500
PERSONNEL SUPPLY SERVICES	2	18,173	*	*
PROTECTIVE SERVICES	3	19,167	*	*
REAL ESTATE	1	18,000	*	*
RESEARCH ORGANIZATIONS	2	21,500	*	*
TRANSPORTATION	5	22,260	*	*
UTILITIES	3	25,717	*	*
EDUCATION	12	22,513	*	*
FEDERAL GOVERNMENT	10	21,813	*	*
LOCAL/STATE GOVERNMENT	6	20,667	*	*
HOSPITALS	15	18,145	*	*
HEALTH SERVICES	17	16,595	*	*
MEMBERSHIP/RELIGIOUS	2	17,000	*	*
SOCIAL SERVICES	45	17,352	21,000	14,000
OTHER NONPROFIT EMPLOYERS	4	16,625	*	*
AEROSPACE	2	27,600	*	*
AUTOMOTIVE & MECHANICAL	3	27,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	4	29,575	*	*
COMPUTERS & BUSINESS MACHINES	1	27,500	*	*
FOOD & BEVERAGE	5	23,600	*	*
PAPER & WOOD PRODUCTS	1	27,000	*	*
PETROLEUM	1	16,000	*	*
PRINTING	2	29,000	*	*
SCIENTIFIC & INDUSTRIAL **MEASURING INSTRUMENTS**	1	31,000	*	*
TEXTILES & APPAREL	1	30,000	*	*
OTHER EMPLOYERS	9	$17,611	*	*
SOCIOLOGY				
BANKING (COMMERCIAL)	4	24,250	*	*
BANKING (INVESTMENT)	2	26,250	*	*
COMMUNICATION SERVICES	1	18,000	*	*
CONSULTING SERVICES	1	38,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	36,000	*	*
FINANCE	1	33,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	24,000	*	*
INSURANCE	9	24,372	*	*
MERCHANDISING	5	26,800	*	*
PUBLISHING	1	15,000	*	*
REAL ESTATE	1	20,000	*	*
TRANSPORTATION	4	21,575	*	*
UTILITIES	1	15,000	*	*
EDUCATION	5	18,231	*	*
FEDERAL GOVERNMENT	3	19,306	*	*
LOCAL/STATE GOVERNMENT	7	24,398	*	*
HOSPITALS	4	20,646	*	*
HEALTH SERVICES	5	19,664	*	*
MEMBERSHIP/RELIGIOUS	4	20,375	*	*
SOCIAL SERVICES	6	16,087	*	*
OTHER NONPROFIT EMPLOYERS	1	18,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	15,500	*	*
ELECTRICAL & ELECTRONIC	1	30,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	1	23,700	*	*
OTHER EMPLOYERS	8	21,000	*	*
SOCIAL SCIENCES-OTHER				
PUBLIC ACCOUNTING	1	32,000	*	*
BANKING (COMMERCIAL)	9	26,333	*	*
BANKING (INVESTMENT)	5	32,000	*	*
COMMUNICATION SERVICES	5	22,060	*	*
COMPUTER SOFTWARE / DATA **PROCESSING**	3	26,967	*	*
CONSULTING SERVICES	12	26,104	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	18,000	*	*
FINANCE	8	27,250	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	3	23,333	*	*
HOSPITALITY(HOTELS/OTELS/ RESTAURANTS)	1	14,400	*	*
INSURANCE	11	23,078	*	*
LEGAL SERVICES	2	20,500	*	*
MERCHANDISING	24	22,764	$25,000	$20,000
PROTECTIVE SERVICES	1	26,000	*	*
RESEARCH ORGANIZATIONS	3	21,667	*	*
TRANSPORTATION	3	21,500	*	*
UTILITIES	1	25,000	*	*
EDUCATION	24	20,623	23,804	16,000
FEDERAL GOVERNMENT	10	$21,711	*	*
LOCAL/STATE GOVERNMENT	20	20,537	$26,000	$13,000
HOSPITALS	2	16,500	*	*
HEALTH SERVICES	6	18,417	*	*
MEMBERSHIP/RELIGIOUS	2	18,000	*	*
MUSEUMS & CULTURAL ORGANIZATIONS	1	19,800	*	*
SOCIAL SERVICES	18	17,334	*	*
OTHER NONPROFIT EMPLOYERS	4	16,775	*	*
AUTOMOTIVE & MECHANICAL	2	26,600	*	*
BUILDING MATERIALS & CONSTRUCTION	3	25,700	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	33,000	*	*
COMPUTERS & BUSINESS MACHINES	2	27,000	*	*
ELECTRICAL & ELECTRONIC	1	16,800	*	*
FOOD & BEVERAGE	5	27,000	*	*
HOUSEHOLD & PERSONAL **CARE PRODUCTS**	1	23,700	*	*
RUBBER PRODUCTS	1	30,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	4	29,000	*	*
TEXTILES & APPAREL	7	27,500	*	*
OTHER EMPLOYERS	4	20,750	*	*
AEROSPACE & AERONAUTICAL ENGINEERING				
ADVERTISING	1	25,000	*	*
BANKING (INVESTMENT)	3	33,000	*	*
COMMUNICATION SERVICES	2	24,600	*	*
CONSULTING SERVICES	11	32,455	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	30,627	*	*
PERSONNEL SUPPLY SERVICES	1	15,600	*	*
TRANSPORTATION	1	30,000	*	*
FEDERAL GOVERNMENT	8	27,623	*	*
LOCAL/STATE GOVERNMENT	1	30,000	*	*
AEROSPACE	52	31,863	36,000	28,476
AUTOMOTIVE & MECHANICAL	7	35,261	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	26,250	*	*
COMPUTERS & BUSINESS MACHINES	2	35,310	*	*
ELECTRICAL & ELECTRONIC	8	33,100	*	*
STONE, CLAY, GLASS & CONCRETE	1	36,500	*	*
WIDELY DIVERSIFIED	1	35,220	*	*
OTHER EMPLOYERS	1	34,200	*	*
AGRICULTURAL ENGINEERING				
CONSULTING SERVICES	2	26,750	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	29,333	*	*
FEDERAL GOVERNMENT	4	31,508	*	*
LOCAL/STATE GOVERNMENT	1	28,600	*	*
AGRIBUSINESS & PRODUCTS	3	29,000	*	*
AUTOMOTIVE & MECHANICAL	4	36,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Agricultural Engineering (cont.) . . .				
FOOD & BEVERAGE	1	$39,000	*	*
OTHER EMPLOYERS	1	36,000	*	*
ARCHITECTURAL ENGINEERING				
ARCHITECTURAL SERVICES	1	23,000	*	*
CONSULTING SERVICES	2	28,800	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	19	28,191	*	*
UTILITIES	1	34,000	*	*
BUILDING MATERIALS & CONSTRUCTION	18	27,501	*	*
PETROLEUM	1	36,492	*	*
TEXTILES & APPAREL	1	35,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	1	31,800	*	*
CONSULTING SERVICES	6	30,833	*	*
UTILITIES	1	36,400	*	*
EDUCATION	1	23,650	*	*
HOSPITALS	2	20,750	*	*
AEROSPACE	1	39,000	*	*
CHEMICALS, DRUGS, & **ALLIED PRODUCTS**	1	37,000	*	*
ELECTRICAL & ELECTRONIC	1	34,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	3	32,167	*	*
CHEMICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	2	36,550	*	*
CONSULTING SERVICES	29	35,200	$41,400	$30,000
ENGINEERING / SURVEYING / **ENVIRONMENTAL**	31	38,401	41,900	34,000
LEGAL SERVICES	1	32,000	*	*
RESEARCH ORGANIZATIONS	2	37,170	*	*
TRANSPORTATION	1	38,400	*	*
UTILITIES	2	37,350	*	*
FEDERAL GOVERNMENT	8	31,326	*	*
LOCAL/STATE GOVERNMENT	8	29,330	*	*
HEALTH SERVICES	1	41,000	*	*
AEROSPACE	1	39,960	*	*
AGRIBUSINESS & PRODUCTS	21	40,510	41,300	39,000
AUTOMOTIVE & MECHANICAL	13	37,962	*	*
BUILDING MATERIALS & CONSTRUCTION	5	38,800	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	292	40,045	42,500	36,600
COMPUTERS & BUSINESS MACHINES	13	36,985	*	*
ELECTRICAL & ELECTRONIC	17	37,555	*	*
FOOD & BEVERAGE	38	40,410	42,000	39,000
HOUSEHOLD & PERSONAL **CARE PRODUCTS**	28	40,671	42,000	40,000
METALS & METAL PRODUCTS	5	36,615	*	*
MINING	5	$33,304	*	*
PACKAGING & ALLIED PRODUCTS	12	38,977	*	*
PAPER & WOOD PRODUCTS	56	40,673	$42,600	$39,000
PETROLEUM	91	40,704	43,920	36,336
RUBBER PRODUCTS	5	40,760	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	41,000	*	*
STONE, CLAY, GLASS & CONCRETE	1	39,900	*	*
TEXTILES & APPAREL	11	39,364	*	*
WIDELY DIVERSIFIED	26	40,403	42,504	39,000
OTHER EMPLOYERS	22	39,559	42,300	36,660
CIVIL ENGINEERING				
ARCHITECTURAL SERVICES	1	30,000	*	*
BANKING (INVESTMENT)	1	34,000	*	*
COMMUNICATION SERVICES	1	37,000	*	*
CONSULTING SERVICES	123	29,380	32,000	26,040
ENGINEERING / SURVEYING / ENVIRONMENTAL	148	29,822	33,000	25,927
INSURANCE	2	26,100	*	*
MERCHANDISING	2	25,200	*	*
RESEARCH ORGANIZATIONS	9	30,764	*	*
TRANSPORTATION	44	28,697	32,500	26,064
UTILITIES	11	32,375	*	*
EDUCATION	1	17,000	*	*
FEDERAL GOVERNMENT	26	29,746	35,000	24,000
LOCAL/STATE GOVERNMENT	141	27,525	30,359	24,600
OTHER NONPROFIT EMPLOYERS	2	29,250	*	*
AEROSPACE	1	32,000	*	*
AGRIBUSINESS & PRODUCTS	1	26,400	*	*
AUTOMOTIVE & MECHANICAL	2	26,500	*	*
BUILDING MATERIALS & CONSTRUCTION	90	29,118	31,500	25,750
CHEMICALS, DRUGS, & **ALLIED PRODUCTS**	8	36,958	*	*
ELECTRICAL & ELECTRONIC	7	31,686	*	*
METALS & METAL PRODUCTS	6	28,633	*	*
MINING	4	28,625	*	*
PAPER & WOOD PRODUCTS	2	39,250	*	*
PETROLEUM	11	34,007	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	26,498	*	*
STONE, CLAY, GLASS & CONCRETE	3	28,867	*	*
TEXTILES & APPAREL	1	30,000	*	*
WIDELY DIVERSIFIED	7	28,214	*	*
OTHER EMPLOYERS	27	28,469	31,200	22,000
COMPUTER ENGINEERING				
BANKING (COMMERCIAL)	4	38,000	*	*
BANKING (INVESTMENT)	3	29,667	*	*
COMMUNICATION SERVICES	19	35,974	*	*
COMPUTER SOFTWARE / DATA PROCESSING	54	32,896	37,500	28,000
CONSULTING SERVICES	44	32,564	36,000	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	11	30,927	*	*
FINANCE	3	$36,667	*	*
INSURANCE	4	32,000	*	*
MERCHANDISING	4	27,150	*	*
PUBLISHING	3	22,800	*	*
REAL ESTATE	1	19,000	*	*
RESEARCH ORGANIZATIONS	5	33,320	*	*
TRANSPORTATION	2	36,000	*	*
UTILITIES	6	30,500	*	*
EDUCATION	5	26,920	*	*
FEDERAL GOVERNMENT	7	27,893	*	*
LOCAL/STATE GOVERNMENT	1	24,500	*	*
AEROSPACE	19	35,082	*	*
AGRIBUSINESS & PRODUCTS	4	32,904	*	*
AUTOMOTIVE & MECHANICAL	6	36,600	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	5	35,159	*	*
COMPUTERS & BUSINESS MACHINES	106	35,406	$40,000	$29,000
ELECTRICAL & ELECTRONIC	97	35,023	37,200	32,172
FOOD & BEVERAGE	3	31,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,500	*	*
PAPER & WOOD PRODUCTS	5	32,540	*	*
PETROLEUM	3	39,047	*	*
RUBBER PRODUCTS	1	40,008	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	3	37,663	*	*
WIDELY DIVERSIFIED	10	31,410	*	*
OTHER EMPLOYERS	8	34,613	*	*
ELECTRICAL/ELECTRONIC ENGINEERING				
PUBLIC ACCOUNTING	6	32,499	*	*
ADVERTISING	1	35,100	*	*
BANKING (COMMERCIAL)	3	31,500	*	*
BANKING (INVESTMENT)	3	34,167	*	*
COMMUNICATION SERVICES	43	34,667	37,800	32,000
COMPUTER SOFTWARE / DATA PROCESSING	37	35,082	38,000	30,000
CONSULTING SERVICES	120	33,614	38,000	30,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	87	33,145	37,992	28,000
FINANCE	5	35,480	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	27,500	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	14,000	*	*
MERCHANDISING	7	27,289	*	*
PERSONNEL SUPPLY SERVICES	1	36,000	*	*
RESEARCH ORGANIZATIONS	18	34,014	*	*
TRANSPORTATION	2	35,000	*	*
UTILITIES	81	34,638	36,900	32,500
FEDERAL GOVERNMENT	45	29,145	31,720	28,000
LOCAL/STATE GOVERNMENT	10	28,060	*	*
HOSPITALS	3	38,900	*	*
OTHER NONPROFIT EMPLOYERS	3	35,000	*	*
AEROSPACE	56	33,495	36,400	29,000

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Electrical Engineering(cont.) . . .				
AGRIBUSINESS & PRODUCTS	3	$35,000	*	*
AUTOMOTIVE & MECHANICAL	84	35,099	$38,000	$31,300
BUILDING MATERIALS & CONSTRUCTION	13	34,499	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	43	36,481	40,000	30,000
COMPUTERS & BUSINESS MACHINES	142	35,701	38,760	33,000
ELECTRICAL & ELECTRONIC	368	34,487	37,750	29,500
FOOD & BEVERAGE	7	35,240	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	6	37,443	*	*
METALS & METAL PRODUCTS	8	32,700	*	*
MINING	2	37,550	*	*
PACKAGING & ALLIED PRODUCTS	9	36,442	*	*
PAPER & WOOD PRODUCTS	27	37,471	39,600	33,500
PETROLEUM	27	36,431	40,800	33,000
PRINTING	4	36,000	*	*
RUBBER PRODUCTS	2	35,910	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	20	33,813	39,000	30,000
STONE, CLAY, GLASS & CONCRETE	1	31,200	*	*
WIDELY DIVERSIFIED	53	35,050	37,992	31,500
OTHER EMPLOYERS	44	31,840	37,000	24,000
ENIVRONMENTAL ENGINEERING				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	36,000	*	*
RESEARCH ORGANIZATIONS	1	32,000	*	*
LOCAL/STATE GOVERNMENT	3	26,472	*	*
PACKAGING & ALLIED PRODUCTS	1	42,000	*	*
INDUSTRIAL ENGINEERING				
PUBLIC ACCOUNTING	3	32,833	*	*
BANKING (COMMERCIAL)	4	36,751	*	*
BANKING (INVESTMENT)	4	37,000	*	*
COMMUNICATION SERVICES	6	34,583	*	*
COMPUTER SOFTWARE / DATA PROCESSING	6	33,167	*	*
CONSULTING SERVICES	114	32,383	36,550	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	17	32,488	*	*
FINANCE	14	35,321	*	*
INSURANCE	3	32,167	*	*
MERCHANDISING	8	32,000	*	*
PUBLISHING	1	33,500	*	*
REAL ESTATE	1	25,000	*	*
RESEARCH ORGANIZATIONS	3	33,067	*	*
TRANSPORTATION	10	34,260	*	*
UTILITIES	8	34,075	*	*
EDUCATION	2	28,500	*	*
FEDERAL GOVERNMENT	4	29,825	*	*
LOCAL/STATE GOVERNMENT	3	25,942	*	*
HOSPITALS	4	28,750	*	*
HEALTH SERVICES	6	32,500	*	*
AEROSPACE	11	$33,564	*	*
AGRIBUSINESS & PRODUCTS	10	32,050	*	*
AUTOMOTIVE & MECHANICAL	53	33,273	$36,140	$29,400
BUILDING MATERIALS & CONSTRUCTION	8	32,538	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	16	36,165	*	*
COMPUTERS & BUSINESS MACHINES	16	33,852	*	*
ELECTRICAL & ELECTRONIC	38	34,258	37,000	30,300
FOOD & BEVERAGE	15	33,233	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	8	34,358	*	*
METALS & METAL PRODUCTS	9	31,153	*	*
PACKAGING & ALLIED PRODUCTS	13	31,717	*	*
PAPER & WOOD PRODUCTS	6	36,150	*	*
PETROLEUM	4	29,182	*	*
PRINTING	2	36,300	*	*
RUBBER PRODUCTS	4	36,428	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	7	31,479	*	*
STONE, CLAY, GLASS & CONCRETE	1	28,800	*	*
TEXTILES & APPAREL	15	32,323	*	*
WIDELY DIVERSIFIED	18	32,743	*	*
OTHER EMPLOYERS	27	30,770	34,200	27,000
MECHANICAL ENGINEERING				
PUBLIC ACCOUNTING	3	34,333	*	*
BANKING (COMMERCIAL)	2	32,500	*	*
BANKING (INVESTMENT)	1	33,000	*	*
COMMUNICATION SERVICES	2	38,296	*	*
COMPUTER SOFTWARE / DATA PROCESSING	8	34,000	*	*
CONSULTING SERVICES	95	32,715	36,000	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	110	33,055	38,000	28,000
FINANCE	2	33,000	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	30,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	31,200	*	*
INSURANCE	2	32,765	*	*
MERCHANDISING	3	31,553	*	*
PERSONNEL SUPPLY SERVICES	1	24,000	*	*
RESEARCH ORGANIZATIONS	14	32,513	*	*
TRANSPORTATION	11	33,242	*	*
UTILITIES	60	34,877	38,000	30,000
EDUCATION	2	19,800	*	*
FEDERAL GOVERNMENT	28	29,436	35,045	25,000
LOCAL/STATE GOVERNMENT	4	30,019	*	*
HEALTH SERVICES	2	27,625	*	*
AEROSPACE	50	33,805	36,000	31,000
AGRIBUSINESS & PRODUCTS	16	38,014	*	*
AUTOMOTIVE & MECHANICAL	306	34,926	38,400	30,100
BUILDING MATERIALS & CONSTRUCTION	31	31,828	36,000	28,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	87	$37,227	$40,500	$34,000
COMPUTERS & BUSINESS MACHINES	37	35,082	38,880	30,000
ELECTRICAL & ELECTRONIC	176	34,594	37,920	30,000
FOOD & BEVERAGE	28	35,664	38,000	34,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	28	35,606	38,400	33,000
METALS & METAL PRODUCTS	55	32,233	35,000	28,000
MINING	2	36,500	*	*
PACKAGING & ALLIED PRODUCTS	15	33,909	*	*
PAPER & WOOD PRODUCTS	43	37,829	40,000	35,000
PETROLEUM	92	37,242	41,000	33,000
PRINTING	3	33,360	*	*
RUBBER PRODUCTS	18	37,495	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	19	34,247	*	*
STONE, CLAY, GLASS & CONCRETE	13	35,339	*	*
TEXTILES & APPAREL	10	34,750	*	*
WIDELY DIVERSIFIED	66	34,600	38,000	30,000
OTHER EMPLOYERS	91	32,140	36,000	28,000
METALLURGICAL ENGINEERING				
COMPUTER SOFTWARE / DATA PROCESSING	1	38,000	*	*
CONSULTING SERVICES	1	38,500	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	37,250	*	*
UTILITIES	1	36,330	*	*
FEDERAL GOVERNMENT	1	19,200	*	*
OTHER NONPROFIT EMPLOYERS	1	35,000	*	*
AEROSPACE	2	31,070	*	*
AUTOMOTIVE & MECHANICAL	10	34,476	*	*
BUILDING MATERIALS & CONSTRUCTION	2	32,250	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	5	36,040	*	*
COMPUTERS & BUSINESS MACHINES	3	36,253	*	*
ELECTRICAL & ELECTRONIC	8	36,513	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	1	32,700	*	*
METALS & METAL PRODUCTS	47	33,872	36,500	28,500
PAPER & WOOD PRODUCTS	1	37,000	*	*
PETROLEUM	1	38,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	36,000	*	*
STONE, CLAY, GLASS & CONCRETE	13	33,015	*	*
WIDELY DIVERSIFIED	3	37,267	*	*
OTHER EMPLOYERS	11	32,705	*	*
MINING (INCL GEOLOGICAL) ENGINEERING				
CONSULTING SERVICES	4	29,900	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	12	30,600	*	*
LOCAL/STATE GOVERNMENT	1	27,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Mining Engineering (cont.)				
BUILDING MATERIALS & CONSTRUCTION	1	$36,000	*	*
METALS & METAL PRODUCTS	2	34,600	*	*
MINING	16	33,274	*	*
PETROLEUM	2	30,000	*	*
OTHER EMPLOYERS	3	31,000	*	*
NUCLEAR ENGINEERING				
FINANCE	1	31,500	*	*
UTILITIES	5	35,260	*	*
FEDERAL GOVERNMENT	1	33,000	*	*
LOCAL/STATE GOVERNMENT	1	33,500	*	*
AUTOMOTIVE & MECHANICAL	1	36,000	*	*
COMPUTERS & BUSINESS MACHINES	1	35,000	*	*
ELECTRICAL & ELECTRONIC	1	34,200	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	31,000	*	*
OTHER EMPLOYERS	4	36,393	*	*
PETROLEUM ENGINEERING				
BANKING (INVESTMENT)	1	36,000	*	*
CONSULTING SERVICES	1	24,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	8	37,815	*	*
AUTOMOTIVE & MECHANICAL	1	34,200	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	45,900	*	*
PETROLEUM	32	39,456	$44,000	$33,600
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	30,000	*	*
OTHER EMPLOYERS	2	34,500	*	*
TEXTILE ENGINEERING				
TEXTILES & APPAREL	4	37,075	*	*
ENGINEERING TECHNOLOGY				
PUBLIC ACCOUNTING	1	36,000	*	*
ARCHITECTURAL SERVICES	1	37,180	*	*
COMMUNICATION SERVICES	4	35,375	*	*
COMPUTER SOFTWARE / DATA PROCESSING	9	26,801	*	*
CONSULTING SERVICES	9	30,989	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	16	29,149	*	*
MERCHANDISING	2	22,000	*	*
PROTECTIVE SERVICES	3	33,167	*	*
REAL ESTATE	2	17,250	*	*
RESEARCH ORGANIZATIONS	3	30,333	*	*
TRANSPORTATION	2	32,750	*	*
UTILITIES	4	32,900	*	*
EDUCATION	1	26,000	*	*
FEDERAL GOVERNMENT	4	25,797	*	*
LOCAL/STATE GOVERNMENT	7	22,157	*	*
HEALTH SERVICES	1	35,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
AEROSPACE	3	$25,600	*	*
AGRIBUSINESS & PRODUCTS	5	27,800	*	*
AUTOMOTIVE & MECHANICAL	19	32,113	*	*
BUILDING MATERIALS & CONSTRUCTION	13	24,112	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	30,333	*	*
COMPUTERS & BUSINESS MACHINES	12	31,963	*	*
ELECTRICAL & ELECTRONIC	16	31,414	*	*
FOOD & BEVERAGE	3	28,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	1	36,000	*	*
METALS & METAL PRODUCTS	4	28,500	*	*
MINING	1	32,500	*	*
PACKAGING & ALLIED PRODUCTS	1	21,424	*	*
PAPER & WOOD PRODUCTS	5	29,700	*	*
PETROLEUM	3	32,319	*	*
SCIENTIFIC & INDUSTRIAL **MEASURING INSTRUMENTS**	1	30,000	*	*
STONE, CLAY, GLASS & CONCRETE	2	15,600	*	*
WIDELY DIVERSIFIED	9	31,748	*	*
OTHER EMPLOYERS	22	28,629	$33,984	$22,500
INDUSTRIAL TECHNOLOGY				
COMPUTER SOFTWARE / DATA PROCESSING	1	31,800	*	*
MERCHANDISING	1	24,500	*	*
TRANSPORTATION	1	30,000	*	*
AGRIBUSINESS & PRODUCTS	2	29,050	*	*
AUTOMOTIVE & MECHANICAL	2	29,500	*	*
BUILDING MATERIALS & CONSTRUCTION	1	30,600	*	*
CHEMICALS, DRUGS, & **ALLIED PRODUCTS**	3	33,284	*	*
ELECTRICAL & ELECTRONIC	2	23,880	*	*
METALS & METAL PRODUCTS	1	28,500	*	*
PAPER & WOOD PRODUCTS	1	25,000	*	*
RUBBER PRODUCTS	1	27,500	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	27,000	*	*
AGRIBUSINESS				
BANKING (COMMERCIAL)	4	23,250	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	40,000	*	*
FINANCE	2	18,200	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	22,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	19,200	*	*
MERCHANDISING	3	25,833	*	*
RESEARCH ORGANIZATIONS	3	21,000	*	*
TRANSPORTATION	4	21,125	*	*
FEDERAL GOVERNMENT	4	22,307	*	*
LOCAL/STATE GOVERNMENT	1	22,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
AGRIBUSINESS & PRODUCTS	25	$22,828	$27,996	$16,800
CHEMICALS, DRUGS, & ALLIED PRODUCTS	2	23,500	*	*
COMPUTERS & BUSINESS **MACHINES**	1	28,000	*	*
FOOD & BEVERAGE	6	22,668	*	*
OTHER EMPLOYERS	1	22,000	*	*
ANIMAL SCIENCES				
CONSULTING SERVICES	1	30,000	*	*
INSURANCE	1	25,000	*	*
LEGAL SERVICES	1	20,000	*	*
FEDERAL GOVERNMENT	4	21,495	*	*
HOSPITALS	1	15,000	*	*
OTHER NONPROFIT EMPLOYERS	1	14,400	*	*
AGRIBUSINESS & PRODUCTS	12	21,792	*	*
FOOD & BEVERAGE	6	26,750	*	*
SCIENTIFIC & INDUSTRIAL	2	17,996	*	*
OTHER EMPLOYERS	2	17,750	*	*
PLANT SCIENCES				
COMMUNICATION SERVICES	1	25,000	*	*
EDUCATION	1	20,000	*	*
LOCAL/STATE GOVERNMENT	1	19,000	*	*
AGRIBUSINESS & PRODUCTS	3	30,667	*	*
OTHER EMPLOYERS	2	18,000	*	*
NATURAL RESOURCES				
CONSULTING SERVICES	3	19,280	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	16,333	*	*
UTILITIES	1	25,760	*	*
FEDERAL GOVERNMENT	7	20,807	*	*
LOCAL/STATE GOVERNMENT	3	22,667	*	*
AGRIBUSINESS & PRODUCTS	1	26,000	*	*
BUILDING MATERIALS & CONSTRUCTION	1	18,000	*	*
PAPER & WOOD PRODUCTS	9	26,460	*	*
OTHER AGRICULTURAL SCIENCES				
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	18,500	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	1	12,000	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	3	22,533	*	*
MERCHANDISING	1	30,000	*	*
EDUCATION	1	18,000	*	*
FEDERAL GOVERNMENT	4	19,720	*	*
LOCAL/STATE GOVERNMENT	1	30,000	*	*
OTHER NONPROFIT EMPLOYERS	1	20,000	*	*
AGRIBUSINESS & PRODUCTS	3	27,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	31,800	*	*
FOOD & BEVERAGE	6	27,593	*	*
PACKAGING & ALLIED PRODUCTS	3	27,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Other Agricultural Sciences (cont.)				
PAPER & WOOD PRODUCTS	1	$35,000	*	*
PRINTING	2	27,750	*	*
TEXTILES & APPAREL	1	36,500	*	*
COMPUTER SCIENCE				
PUBLIC ACCOUNTING	20	32,240	$37,000	$28,000
ADVERTISING	2	25,500	*	*
BANKING (COMMERCIAL)	28	29,108	33,000	25,000
BANKING (INVESTMENT)	8	34,375	*	*
COMMUNICATION SERVICES	42	33,605	36,500	28,000
COMPUTER SOFTWARE / DATA PROCESSING	205	30,179	37,000	22,500
CONSULTING SERVICES	137	32,366	37,000	29,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	11	31,543	*	*
FINANCE	30	31,377	38,000	25,000
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	3	32,000	*	*
INSURANCE	22	28,114	31,000	24,000
LEGAL SERVICES	1	40,000	*	*
MERCHANDISING	17	25,515	*	*
PERSONNEL SUPPLY SERVICES	1	30,000	*	*
PROTECTIVE SERVICES	2	34,284	*	*
PUBLISHING	1	29,000	*	*
RESEARCH ORGANIZATIONS	11	31,729	*	*
TRANSPORTATION	19	31,021	*	*
UTILITIES	5	28,397	*	*
EDUCATION	9	26,641	*	*
FEDERAL GOVERNMENT	13	29,243	*	*
LOCAL/STATE GOVERNMENT	7	26,555	*	*
HEALTH SERVICES	5	28,052	*	*
MEMBERSHIP/RELIGIOUS	1	20,000	*	*
AEROSPACE	19	33,589	*	*
AGRIBUSINESS & PRODUCTS	3	27,900	*	*
AUTOMOTIVE & MECHANICAL	6	35,467	*	*
BUILDING MATERIALS & CONSTRUCTION	2	24,588	*	*
CHEMICALS, DRUGS, & **ALLIED PRODUCTS**	14	32,984	*	*
COMPUTERS & BUSINESS MACHINES	85	33,093	38,000	28,000
ELECTRICAL & ELECTRONIC	49	32,743	36,800	26,500
FOOD & BEVERAGE	8	35,325	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	4	30,424	*	*
METALS & METAL PRODUCTS	3	30,067	*	*
PAPER & WOOD PRODUCTS	5	31,793	*	*
PETROLEUM	12	33,187	*	*
PRINTING	6	27,293	*	*
RUBBER PRODUCTS	3	35,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	15	32,193	*	*
STONE, CLAY, GLASS & CONCRETE	1	31,200	*	*
TEXTILES & APPAREL	2	29,500	*	*
WIDELY DIVERSIFIED	10	29,229	*	*
OTHER EMPLOYERS	25	$32,039	$38,000	$24,480
COMPUTER PROGRAMMING				
BANKING (COMMERCIAL)	1	27,000	*	*
COMMUNICATION SERVICES	4	31,775	*	*
COMPUTER SOFTWARE / DATA PROCESSING	10	29,500	*	*
CONSULTING SERVICES	5	30,300	*	*
INSURANCE	2	29,332	*	*
RESEARCH ORGANIZATIONS	2	29,998	*	*
UTILITIES	3	26,900	*	*
FEDERAL GOVERNMENT	1	26,000	*	*
AEROSPACE	1	35,000	*	*
CHEMICALS, DRUGS, & **ALLIED PRODUCTS**	1	31,700	*	*
COMPUTERS & BUSINESS MACHINES	5	41,180	*	*
ELECTRICAL & ELECTRONIC	3	36,333	*	*
FOOD & BEVERAGE	1	34,000	*	*
PAPER & WOOD PRODUCTS	1	28,000	*	*
TEXTILES & APPAREL	1	26,500	*	*
WIDELY DIVERSIFIED	2	28,750	*	*
OTHER EMPLOYERS	3	33,333	*	*
INFORMATION SCIENCES				
PUBLIC ACCOUNTING	5	33,060	*	*
BANKING (COMMERCIAL)	4	25,750	*	*
BANKING (INVESTMENT)	1	29,000	*	*
COMMUNICATION SERVICES	13	31,924	*	*
COMPUTER SOFTWARE / DATA PROCESSING	27	28,604	31,200	25,200
CONSULTING SERVICES	28	31,393	34,000	28,000
FINANCE	8	28,593	*	*
INSURANCE	13	29,881	*	*
MERCHANDISING	9	26,888	*	*
PUBLISHING	1	23,000	*	*
RESEARCH ORGANIZATIONS	2	21,215	*	*
TRANSPORTATION	4	28,500	*	*
UTILITIES	2	27,050	*	*
FEDERAL GOVERNMENT	3	22,890	*	*
LOCAL/STATE GOVERNMENT	2	21,824	*	*
HOSPITALS	2	30,000	*	*
HEALTH SERVICES	2	25,336	*	*
AEROSPACE	1	31,500	*	*
AUTOMOTIVE & MECHANICAL	2	30,298	*	*
BUILDING MATERIALS & CONSTRUCTION	1	27,560	*	*
COMPUTERS & BUSINESS MACHINES	11	33,270	*	*
ELECTRICAL & ELECTRONIC	2	34,000	*	*
FOOD & BEVERAGE	3	33,999	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	2	35,500	*	*
METALS & METAL PRODUCTS	1	29,000	*	*
PACKAGING & ALLIED PRODUCTS	1	25,000	*	*
PAPER & WOOD PRODUCTS	1	33,500	*	*
STONE, CLAY, GLASS & CONCRETE	1	$31,200	*	*
WIDELY DIVERSIFIED	2	28,250	*	*
OTHER EMPLOYERS	8	29,250	*	*
SYSTEMS ANALYSIS				
COMMUNICATION SERVICES	1	32,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	5	30,800	*	*
COMPUTERS & BUSINESS MACHINES	1	31,720	*	*
ELECTRICAL & ELECTRONIC	1	36,140	*	*
ALLIED HEALTH				
INSURANCE	1	24,000	*	*
RESEARCH ORGANIZATIONS	1	24,000	*	*
EDUCATION	2	26,500	*	*
LOCAL/STATE GOVERNMENT	2	26,951	*	*
HOSPITALS	52	29,497	$35,000	$23,000
HEALTH SERVICES	25	32,002	42,320	19,200
SOCIAL SERVICES	6	19,321	*	*
OTHER EMPLOYERS	1	24,000	*	*
HEALTH SCIENCES				
MERCHANDISING	1	20,000	*	*
PERSONNEL SUPPLY SERVICES	1	20,000	*	*
EDUCATION	9	20,208	*	*
FEDERAL GOVERNMENT	1	34,000	*	*
LOCAL/STATE GOVERNMENT	2	22,001	*	*
HOSPITALS	19	27,032	*	*
HEALTH SERVICES	14	21,746	*	*
MEMBERSHIP/RELIGIOUS	1	13,000	*	*
NURSING				
INSURANCE	1	30,000	*	*
EDUCATION	1	18,140	*	*
FEDERAL GOVERNMENT	4	31,500	*	*
LOCAL/STATE GOVERNMENT	3	31,667	*	*
HOSPITALS	265	31,092	38,500	24,000
HEALTH SERVICES	18	31,219	*	*
SOCIAL SERVICES	1	31,200	*	*
PHARMACY				
MERCHANDISING	85	44,928	49,400	40,000
HOSPITALS	24	37,249	41,000	34,008
HEALTH SERVICES	2	39,750	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	3	40,267	*	*
OTHER EMPLOYERS	3	43,500	*	*
ACTUARIAL				
CONSULTING SERVICES	20	35,205	38,000	32,500
FINANCE	1	36,000	*	*
INSURANCE	29	32,334	37,000	26,550
MERCHANDISING	1	28,000	*	*
LOCAL/STATE GOVERNMENT	1	20,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ARCHITECTURAL & ENVIRONMENTAL DESIGN				
ARCHITECTURAL SERVICES	24	$21,049	$23,500	$18,000
CONSULTING SERVICES	3	26,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	20,000	*	*
FEDERAL GOVERNMENT	1	30,000	*	*
LOCAL/STATE GOVERNMENT	9	27,163	*	*
MEMBERSHIP/RELIGIOUS	1	29,000	*	*
BUILDING MATERIALS & CONSTRUCTION	7	26,071	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	21,840	*	*
FOOD & BEVERAGE	1	28,000	*	*
TEXTILES & APPAREL	1	21,120	*	*
BIOLOGICAL SCIENCES				
BANKING (INVESTMENT)	1	31,000	*	*
COMPUTER SOFTWARE / DATA PROCESSING	1	20,000	*	*
CONSULTING SERVICES	1	20,000	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	4	23,625	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	22,000	*	*
INSURANCE	1	24,200	*	*
MERCHANDISING	3	18,500	*	*
PUBLISHING	1	25,000	*	*
RESEARCH ORGANIZATIONS	7	23,257	*	*
UTILITIES	1	19,296	*	*
EDUCATION	16	19,967	*	*
FEDERAL GOVERNMENT	4	23,000	*	*
LOCAL/STATE GOVERNMENT	6	18,152	*	*
HOSPITALS	16	20,569	*	*
HEALTH SERVICES	12	17,398	*	*
MEMBERSHIP/RELIGIOUS	1	23,000	*	*
SOCIAL SERVICES	1	20,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	13	24,963	*	*
FOOD & BEVERAGE	1	18,000	*	*
PACKAGING & ALLIED PRODUCTS	2	30,000	*	*
PAPER & WOOD PRODUCTS	1	29,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	23,500	*	*
WIDELY DIVERSIFIED	3	26,500	*	*
OTHER EMPLOYERS	2	21,900	*	*
CHEMISTRY				
CONSULTING SERVICES	2	28,040	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	3	26,000	*	*
RESEARCH ORGANIZATIONS	3	24,567	*	*
EDUCATION	5	20,162	*	*
FEDERAL GOVERNMENT	2	22,170	*	*
HOSPITALS	2	19,000	*	*
HEALTH SERVICES	1	32,000	*	*
AUTOMOTIVE & MECHANICAL	1	20,000	*	*
BUILDING MATERIALS & CONSTRUCTION	2	$34,596	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	39	29,587	$35,000	$25,000
ELECTRICAL & ELECTRONIC	2	34,470	*	*
FOOD & BEVERAGE	1	29,000	*	*
METALS & METAL PRODUCTS	2	26,500	*	*
PACKAGING & ALLIED PRODUCTS	1	28,000	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	30,096	*	*
STONE, CLAY, GLASS & CONCRETE	1	30,000	*	*
OTHER EMPLOYERS	1	25,000	*	*
GEOLOGY & GEOLOGICAL				
COMMUNICATION SERVICES	1	24,960	*	*
CONSULTING SERVICES	2	29,500	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	25,500	*	*
LOCAL/STATE GOVERNMENT	1	35,000	*	*
MINING	2	26,400	*	*
PETROLEUM	1	36,000	*	*
PRINTING	1	23,400	*	*
MATHEMATICS				
PUBLIC ACCOUNTING	5	31,880	*	*
ADVERTISING	1	20,000	*	*
BANKING (COMMERCIAL)	8	25,063	*	*
BANKING (INVESTMENT)	3	29,000	*	*
COMMUNICATION SERVICES	3	27,367	*	*
COMPUTER SOFTWARE / DATA PROCESSING	13	29,865	*	*
CONSULTING SERVICES	27	30,267	35,000	27,000
FINANCE	14	29,173	*	*
INSURANCE	10	30,010	*	*
LEGAL SERVICES	1	30,600	*	*
MERCHANDISING	3	22,500	*	*
PROTECTIVE SERVICES	1	30,000	*	*
EDUCATION	49	21,184	24,500	16,300
FEDERAL GOVERNMENT	2	24,399	*	*
LOCAL/STATE GOVERNMENT	3	20,200	*	*
SOCIAL SERVICES	1	19,000	*	*
OTHER NONPROFIT EMPLOYERS	1	25,000	*	*
AEROSPACE	2	27,200	*	*
AUTOMOTIVE & MECHANICAL	1	27,000	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	1	33,000	*	*
COMPUTERS & BUSINESS MACHINES	7	33,386	*	*
FOOD & BEVERAGE	1	30,000	*	*
METALS & METAL PRODUCTS	1	28,200	*	*
PETROLEUM	1	40,000	*	*
TEXTILES & APPAREL	1	30,000	*	*
WIDELY DIVERSIFIED	2	27,700	*	*
OTHER EMPLOYERS	4	22,201	*	*
PHYSICS				
CONSULTING SERVICES	5	32,980	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	$25,000	*	*
REAL ESTATE	1	23,000	*	*
EDUCATION	3	19,333	*	*
FEDERAL GOVERNMENT	2	20,400	*	*
LOCAL/STATE GOVERNMENT	1	21,480	*	*
ELECTRICAL & ELECTRONIC	1	37,008	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	1	36,000	*	*
OTHER EMPLOYERS	2	25,000	*	*
OTHER PHYSICAL & EARTH SCIENCES				
COMMUNICATION SERVICES	1	22,000	*	*
CONSULTING SERVICES	1	16,640	*	*
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	22,121	*	*
INSURANCE	1	31,000	*	*
PROTECTIVE SERVICES	1	25,000	*	*
TRANSPORTATION	1	27,000	*	*
EDUCATION	3	20,000	*	*
FEDERAL GOVERNMENT	2	25,398	*	*
LOCAL/STATE GOVERNMENT	1	20,000	*	*
MINING	1	21,000	*	*
OTHER EMPLOYERS	1	15,000	*	*
TEXTILE SCIENCE				
TEXTILES & APPAREL	29	28,793	$32,000	$25,000

BACHELOR'S DEGREE SUMMARY BY EMPLOYER

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
BACHELOR - NON TECHNICAL DEGREES				
PUBLIC ACCOUNTING	2341	$28,324	$32,000	$24,500
ADVERTISING	102	20,844	26,400	14,500
ARCHITECTURAL SERVICES	4	25,200	*	*
BANKING (COMMERCIAL)	657	24,821	30,000	18,400
BANKING (INVESTMENT)	161	29,347	35,000	20,000
COMMUNICATION SERVICES	182	23,714	31,500	15,000
COMPUTER SOFTWARE / DATA PROCESSING	203	26,011	32,175	18,000
CONSULTING SERVICES	427	29,218	34,000	24,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	30	27,207	32,000	19,200
FINANCE	469	26,123	33,000	19,200
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	107	21,809	27,996	15,000
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	156	21,245	27,000	15,000
INSURANCE	502	25,259	30,000	19,000
LEGAL SERVICES	52	22,563	28,000	18,000
MERCHANDISING	1379	22,908	27,600	18,000
PERSONNEL SUPPLY SERVICES	27	20,512	25,000	16,000
PROTECTIVE SERVICES	28	19,925	24,500	15,600
PUBLISHING	92	20,639	26,000	15,000
REAL ESTATE	59	24,479	32,000	15,360
RESEARCH ORGANIZATIONS	40	23,958	30,000	18,000
TRANSPORTATION	199	23,706	29,000	18,000
UTILITIES	71	27,329	32,000	20,500
EDUCATION	777	20,484	26,000	13,500
FEDERAL GOVERNMENT	235	23,707	28,300	18,000
LOCAL/STATE GOVERNMENT	183	23,694	30,000	17,500
HOSPITALS	74	21,262	29,400	13,000
HEALTH SERVICES	98	21,221	30,000	14,400
MEMBERSHIP/RELIGIOUS	89	18,366	24,000	13,000
MUSEUMS & CULTURAL ORGANIZATIONS	12	19,208	*	*
SOCIAL SERVICES	142	18,127	24,000	13,100
OTHER NONPROFIT EMPLOYERS	51	19,970	26,000	14,000
AEROSPACE	40	27,855	31,200	21,600
AGRIBUSINESS & PRODUCTS	36	27,239	31,000	22,500
AUTOMOTIVE & MECHANICAL	93	27,763	34,040	20,000
BUILDING MATERIALS & CONSTRUCTION	83	23,593	30,000	18,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	155	29,413	33,000	23,800
COMPUTERS & BUSINESS	173	27,420	35,000	18,000
ELECTRICAL & ELECTRONIC	131	27,827	33,500	21,000
FOOD & BEVERAGE	202	27,140	32,000	22,500
HOUSEHOLD & PERSONAL CARE PRODUCTS	33	28,907	34,500	22,000
METALS & METAL PRODUCTS	33	25,342	30,000	20,400
MINING	4	26,075	*	*
PACKAGING & ALLIED PRODUCTS	22	25,432	30,360	20,000
PAPER & WOOD PRODUCTS	73	27,575	31,200	21,000
PETROLEUM	75	29,534	33,500	26,000
PRINTING	29	$22,510	$28,000	$17,000
RUBBER PRODUCTS	12	27,092	*	*
SCIENTIFIC & INDUSTRIAL	30	29,243	36,000	20,800
STONE, CLAY, GLASS & CONCRETE	6	32,533	*	*
TEXTILES & APPAREL	67	25,980	30,000	21,000
WIDELY DIVERSIFIED	65	26,207	31,148	21,540
OTHER EMPLOYERS	375	23,193	30,000	16,800
BACHELOR - TECHNICAL DEGREES				
PUBLIC ACCOUNTING	43	32,605	36,000	28,000
ADVERTISING	5	26,220	*	*
ARCHITECTURAL SERVICES	27	22,051	30,000	18,000
BANKING (COMMERCIAL)	58	29,259	35,000	24,000
BANKING (INVESTMENT)	29	33,224	36,000	29,000
COMMUNICATION SERVICES	143	33,745	37,000	29,000
COMPUTER SOFTWARE / DATA PROCESSING	381	31,018	37,500	24,000
CONSULTING SERVICES	796	32,014	36,700	28,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	496	31,664	38,000	25,000
FINANCE	80	31,629	38,000	24,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	4	22,875	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	10	25,000	*	*
INSURANCE	92	30,216	35,250	25,000
LEGAL SERVICES	4	30,650	*	*
MERCHANDISING	150	36,949	48,000	23,500
PERSONNEL SUPPLY SERVICES	5	25,120	*	*
PROTECTIVE SERVICES	7	31,867	*	*
PUBLISHING	7	25,557	*	*
REAL ESTATE	5	20,300	*	*
RESEARCH ORGANIZATION	84	30,743	37,584	22,300
TRANSPORTATION	102	30,311	37,200	25,000
UTILITIES	192	33,965	37,200	28,500
EDUCATION	111	21,666	28,010	16,300
FEDERAL GOVERNMENT	190	27,989	35,000	21,900
LOCAL/STATE GOVERNMENT	225	26,865	31,812	21,700
HOSPITALS	390	30,503	39,000	22,752
HEALTH SERVICES	89	28,134	42,000	15,600
MEMBERSHIP/RELIGIOUS	4	21,250	*	*
SOCIAL SERVICES	9	20,680	*	*
OTHER NONPROFIT EMPLOYERS	9	28,656	*	*
AEROSPACE	219	33,185	36,500	28,750
AGRIBUSINESS & PRODUCTS	112	30,727	41,000	20,000
AUTOMOTIVE & MECHANICAL	518	34,677	38,400	30,000
BUILDING MATERIALS & CONSTRUCTION	195	29,724	36,000	25,000
CHEMICALS, DRUGS, & ALLIED PRODUCTS	541	37,493	42,000	30,000
COMPUTERS & BUSINESS MACHINES	442	34,885	39,000	29,400
ELECTRICAL & ELECTRONIC	797	34,426	37,600	29,500
FOOD & BEVERAGE	129	34,737	41,000	26,000
HOUSEHOLD & PERSONAL CARE PRODUCTS	80	37,096	41,500	32,700
METALS & METAL PRODUCTS	144	$32,456	$36,000	$28,000
MINING	33	32,358	37,000	26,400
PACKAGING & ALLIED PRODUCTS	58	34,036	39,000	25,000
PAPER & WOOD PRODUCTS	164	37,239	41,500	30,000
PETROLEUM	281	38,043	43,100	33,000
PRINTING	18	31,074	*	*
RUBBER PRODUCTS	34	37,316	40,008	32,500
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	83	32,456	37,500	27,996
STONE, CLAY, GLASS & CONCRETE	38	32,506	38,700	25,000
TEXTILES & APPAREL	77	32,296	38,000	27,000
WIDELY DIVERSIFIED	212	34,277	39,600	28,000
OTHER EMPLOYERS	318	31,589	38,000	24,000

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	90TH	10TH
MBA CANDIDATES - EMPLOYER SUMMARY				
MBA CANDIDATES - INEXPERIENCED				
MBA—NON-TECHNICAL UNDERGRADUATE DEGREE				
PUBLIC ACCOUNTING	109	$35,236	$42,000	$30,000
ADVERTISING	12	32,633	*	*
ARCHITECTURAL SERVICES	1	35,000	*	*
BANKING (COMMERCIAL)	42	32,965	40,000	25,000
BANKING (INVESTMENT)	20	48,775	65,000	36,000
COMMUNICATION SERVICES	12	35,792	*	*
COMPUTER SOFTWARE / DATA PROCESSING	9	34,556	*	*
CONSULTING SERVICES	58	39,281	47,000	31,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	2	33,500	*	*
FINANCE	22	32,932	41,500	24,000
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	7	31,600	*	*
HOSPITALITY(HOTELS/MOTELS/ RESTAURANTS)	1	42,000	*	*
INSURANCE	13	31,772	*	*
LEGAL SERVICES	5	48,000	*	*
MERCHANDISING	18	32,795	*	*
PUBLISHING	4	51,250	*	*
REAL ESTATE	5	34,600	*	*
RESEARCH ORGANIZATIONS	4	31,500	*	*
TRANSPORTATION	15	36,171	*	*
UTILITIES	5	33,906	*	*
EDUCATION	6	30,428	*	*
FEDERAL GOVERNMENT	5	28,122	*	*
LOCAL/STATE GOVERNMENT	5	22,680	*	*
HOSPITALS	11	31,791	*	*
HEALTH SERVICES	7	31,586	*	*
MEMBERSHIP/RELIGIOUS	1	21,000	*	*
SOCIAL SERVICES	2	31,300	*	*
OTHER NONPROFIT EMPLOYERS	2	31,500	*	*
AEROSPACE	3	31,667	*	*
AGRIBUSINESS & PRODUCTS	3	38,333	*	*
AUTOMOTIVE & MECHANICAL	29	38,390	46,200	30,000
BUILDING MATERIALS & CONSTRUCTION	3	36,333	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	25	39,826	48,000	35,000
COMPUTERS & BUSINESS MACHINES	17	39,982	*	*
ELECTRICAL & ELECTRONIC	17	38,529	*	*
FOOD & BEVERAGE	18	40,778	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	7	44,411	*	*
METALS & METAL PRODUCTS	3	30,333	*	*
MINING	1	32,000	*	*
PACKAGING & ALLIED PRODUCTS	1	40,000	*	*
PAPER & WOOD PRODUCTS	9	36,856	*	*
PETROLEUM	9	43,322	*	*
RUBBER PRODUCTS	5	36,680	*	*
SCIENTIFIC & INDUSTRIAL MEASURING INSTRUMENTS	2	$41,500	*	*
STONE, CLAY, GLASS & CONCRETE	1	32,000	*	*
TEXTILES & APPAREL	10	35,070	*	*
WIDELY DIVERSIFIED	8	49,525	*	*
OTHER EMPLOYERS	26	32,935	$41,000	$24,000
MBA—TECHNICAL UNDERGRADUATE DEGREE				
PUBLIC ACCOUNTING	10	45,950	*	*
BANKING (COMMERCIAL)	4	48,750	*	*
COMPUTER SOFTWARE / DATA PROCESSING	2	29,500	*	*
CONSULTING SERVICES	25	38,509	42,000	31,000
ENGINEERING / SURVEYING / ENVIRONMENTAL	1	37,000	*	*
FINANCE	6	32,893	*	*
HOSPITALITY(AMUSEMENT/ RECREATION/FAST FOOD)	2	30,000	*	*
INSURANCE	3	38,610	*	*
LEGAL SERVICES	2	77,500	*	*
MERCHANDISING	1	36,500	*	*
PERSONNEL SUPPLY SERVICES	1	40,000	*	*
PUBLISHING	1	60,000	*	*
REAL ESTATE	1	30,000	*	*
RESEARCH ORGANIZATION	1	45,000	*	*
TRANSPORTATION	3	38,933	*	*
UTILITIES	3	49,167	*	*
FEDERAL GOVERNMENT	2	26,850	*	*
HEALTH SERVICES	1	26,500	*	*
AEROSPACE	2	32,680	*	*
AGRIBUSINESS & PRODUCT	1	46,000	*	*
AUTOMOTIVE & MECHANICAL	4	44,406	*	*
BUILDING MATERIALS & CONSTRUCTION	1	32,500	*	*
CHEMICALS, DRUGS, & ALLIED PRODUCTS	5	52,200	*	*
COMPUTERS & BUSINESS MACHINES	4	36,351	*	*
ELECTRICAL & ELECTRONIC	2	35,000	*	*
FOOD & BEVERAGE	2	34,000	*	*
HOUSEHOLD & PERSONAL CARE PRODUCTS	3	45,333	*	*
PETROLEUM	5	41,124	*	*
TEXTILES & APPAREL	1	45,500	*	*
WIDELY DIVERSIFIED	5	42,100	*	*
OTHER EMPLOYERS	2	41,500	*	*

Beginning salary offers to all candidates by curriculum and job function

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
ACCOUNTING				
ACCOUNTING (PUBLIC)	2209	$28,251	$32,000	$24,265
ACCOUNTING (PRIVATE)	651	25,926	31,200	19,500
COMMERCIAL BANKING (CONSUMER)	24	22,062	26,000	17,000
COMMERCIAL BANKING (LENDING)	25	26,029	30,000	23,000
INVESTMENT BANKING (CORPORATE FINANCE)	6	31,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	18,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	30,000	*	*
FINANCIAL/TREASURY ANALYSIS	46	26,125	31,500	19,240
PORTFOLIO MANAGEMENT	3	19,955	*	*
UNDERWRITING	6	23,059	*	*
INSURANCE - CLAIMS	4	22,625	*	*
REPORTING	1	28,000	*	*
BRAND/PRODUCT MANAGEMENT	1	18,000	*	*
BUYER/MERCHANDISING	6	26,667	*	*
DISTRIBUTION	1	19,200	*	*
SALES	15	26,480	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	4	23,915	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	69	24,308	28,224	19,600
MILITARY	1	24,000	*	*
OTHER ENGINEERING	1	52,000	*	*
ADMINISTRATIVE (HEALTHCARE)	2	19,000	*	*
SOCIAL WORK	1	19,200	*	*
COMPUTER PROGRAMMING	8	27,738	*	*
INFORMATION SYSTEMS	8	27,350	*	*
SYSTEMS ANALYSIS & DESIGN	3	29,453	*	*
CONSULTING	19	28,700	*	*
HUMAN RESOURCES	1	35,000	*	*
MANAGEMENT TRAINEE	34	24,070	28,500	18,000
TEACHING	1	11,733	*	*
BUSINESS ADMINISTRATION				
ACCOUNTING (PUBLIC)	30	25,941	32,000	16,500
ACCOUNTING (PRIVATE)	31	23,662	30,600	17,300
COMMERCIAL BANKING (CONSUMER)	57	24,063	29,500	18,696
COMMERCIAL BANKING (LENDING)	21	24,433	28,000	20,000
INVESTMENT BANKING (CORPORATE FINANCE)	6	29,000	*	*
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	32,000	*	*
INVESTMENT BANKING (REAL ESTATE)	2	20,500	*	*
INVESTMENT BANKING (SALES & TRADING)	8	$26,188	*	*
FINANCIAL/TREASURY ANALYSIS	71	27,142	$32,500	$20,000
PORTFOLIO MANAGEMENT	16	23,725	*	*
UNDERWRITING	38	25,174	30,000	20,000
INSURANCE - CLAIMS	43	23,903	26,250	20,000
MEDIA PLANNING	2	20,000	*	*
COMMUNICATIONS-PRODUCTION	7	23,000	*	*
PUBLIC RELATIONS	2	21,800	*	*
ADVERTISING	5	17,500	*	*
BRAND/PRODUCT MANAGEMENT	53	25,258	31,000	20,000
BUYER/MERCHANDISING	53	25,701	29,400	22,000
DISTRIBUTION	11	27,016	*	*
MARKET RESEARCH	23	26,341	29,000	21,540
PURCHASING	12	24,758	*	*
SALES	234	24,710	30,000	18,000
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	14	21,294	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	12	25,631	*	*
LAW ENFORCEMENT	1	23,000	*	*
MILITARY	8	23,550	*	*
URBAN / REGIONAL PLANNING	2	20,350	*	*
DESIGN / CONSTRUCT	1	24,000	*	*
MANUFACTURING/INDUSTRIAL	5	28,766	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	42,000	*	*
HARDWARE DESIGN & DEVELOPMENT	1	30,600	*	*
RESEARCH & DEVELOPMENT	1	14,400	*	*
TESTING	2	30,500	*	*
PROJECT ENGINEERING	1	29,000	*	*
OTHER ENGINEERING	7	30,218	*	*
ADMINISTRATIVE (HEALTHCARE)	14	24,081	*	*
NURSES / PERSONAL CARE	2	34,600	*	*
OTHER HEALTH RELATED	4	21,750	*	*
SOCIAL SERVICES - ADMINISTRATION	3	20,501	*	*
COUNSELING	2	23,000	*	*
FUNDRAISING / DEVELOPMENT	1	23,000	*	*
SOCIAL WORK	3	19,000	*	*
COMPUTER PROGRAMMING	19	26,892	*	*
INFORMATION SYSTEMS	17	28,941	*	*
SYSTEMS ANALYSIS & DESIGN	10	26,770	*	*
ACTUARIAL	1	27,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	17,862	*	*
CONSULTING	85	29,624	35,000	26,000
HUMAN RESOURCES	32	23,302	28,500	18,000
MANAGEMENT TRAINEE	508	22,905	27,000	18,000
MATH/STATISTICIANS	1	25,000	*	*
PARALEGAL	1	$15,600	*	*
TEACHING	4	19,125	*	*
DISTIBUTION MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	24,000	*	*
FINANCIAL/TREASURY ANALYSIS	2	29,000	*	*
BUYER/MERCHANDISING	1	30,000	*	*
DISTRIBUTION	22	28,132	$32,000	$24,000
MARKET RESEARCH	1	28,500	*	*
SALES	6	25,000	*	*
MILITARY	1	19,200	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
HUMAN RESOURCES	1	23,000	*	*
MANAGEMENT TRAINEE	16	23,419	*	*
ECONOMICS & FINANCE				
ACCOUNTING (PUBLIC)	50	28,758	31,000	26,000
ACCOUNTING (PRIVATE)	94	27,175	33,000	21,000
COMMERCIAL BANKING (CONSUMER)	69	23,387	32,000	14,200
COMMERCIAL BANKING (LENDING)	143	25,945	30,000	21,500
INVESTMENT BANKING (CORPORATE FINANCE)	52	28,327	35,000	22,000
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	11	31,136	*	*
INVESTMENT BANKING (REAL ESTATE)	4	21,225	*	*
INVESTMENT BANKING (SALES & TRADING)	28	27,752	40,000	17,000
FINANCIAL/TREASURY ANALYSIS	257	28,591	34,000	22,000
PORTFOLIO MANAGEMENT	49	25,673	31,000	19,992
UNDERWRITING	47	26,576	31,200	20,000
INSURANCE - CLAIMS	28	25,028	28,000	22,000
COMMUNICATIONS-PRODUCTION	1	29,500	*	*
PUBLIC RELATIONS	3	16,500	*	*
WRITING / EDITING	1	32,000	*	*
ADVERTISING	2	22,500	*	*
BRAND/PRODUCT MANAGEMENT	14	29,223	*	*
BUYER/MERCHANDISING	18	25,050	*	*
DISTRIBUTION	3	23,853	*	*
MARKET RESEARCH	9	27,534	*	*
PURCHASING	5	23,420	*	*
SALES	121	25,526	32,000	19,500
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	4	23,250	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	24	27,024	32,000	22,000
ECONOMIC PROGRAMS	13	21,293	*	*
MILITARY	6	24,703	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Economics & Finance (cont.)				
NATIONAL SECURITY	1	$18,000	*	*
MANUFACTURING/INDUSTRIAL	2	28,500	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	35,000	*	*
RESEARCH & DEVELOPMENT	1	25,000	*	*
PROCESS ENGINEERING	1	44,000	*	*
OTHER ENGINEERING	3	26,233	*	*
ADMINISTRATIVE (HEALTHCARE)	1	28,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	19,500	*	*
FUNDRAISING / DEVELOPMENT	1	18,750	*	*
SOCIAL WORK	3	23,600	*	*
COMPUTER PROGRAMMING	9	27,000	*	*
INFORMATION SYSTEMS	22	29,941	$33,500	$27,000
SYSTEMS ANALYSIS & DESIGN	6	30,499	*	*
ACTUARIAL	2	20,950	*	*
CONSULTING	134	29,984	34,000	26,000
HUMAN RESOURCES	4	24,600	*	*
MANAGEMENT TRAINEE	186	25,019	30,000	20,000
MATH/STATISTICIANS	1	48,000	*	*
RESEARCH - NONTECHNICAL	5	28,200	*	*
TEACHING	1	28,000	*	*
HOTEL/RESTAURANT MANAGEMENT				
INVESTMENT BANKING (REAL ESTATE)	1	16,600	*	*
FINANCIAL/TREASURY ANALYSIS	1	26,000	*	*
PUBLIC RELATIONS	1	22,000	*	*
BRAND/PRODUCT MANAGEMENT	5	19,978	*	*
DISTRIBUTION	2	30,250	*	*
MARKET RESEARCH	1	20,000	*	*
SALES	8	19,123	*	*
AGRICULTURE/NATURAL RESOURCES	1	23,000	*	*
CONSULTING	2	24,500	*	*
HUMAN RESOURCES	1	18,300	*	*
MANAGEMENT TRAINEE	89	20,664	24,000	15,600
HUMAN RESOURCES				
UNDERWRITING	1	21,840	*	*
INSURANCE - CLAIMS	2	24,050	*	*
BRAND/PRODUCT MANAGEMENT	2	28,000	*	*
SALES	8	21,349	*	*
MILITARY	1	33,500	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	14,000	*	*
COUNSELING	1	14,400	*	*
SYSTEMS ANALYSIS & DESIGN	1	60,000	*	*
CONSULTING	1	28,000	*	*
HUMAN RESOURCES	25	22,675	27,000	17,000
MANAGEMENT TRAINEE	36	22,269	25,000	18,000
RESEARCH - TECHNICAL	1	16,000	*	*
TEACHING	1	12,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
MANAGEMENT INFORMATION SYSTEMS				
ACCOUNTING (PRIVATE)	3	$26,413	*	*
INVESTMENT BANKING (SALES & TRADING)	1	30,000	*	*
FINANCIAL/TREASURY ANALYSIS	5	35,300	*	*
UNDERWRITING	1	25,740	*	*
INSURANCE - CLAIMS	1	27,000	*	*
PUBLIC RELATIONS	1	25,500	*	*
BRAND/PRODUCT MANAGEMENT	6	26,599	*	*
MARKET RESEARCH	1	31,000	*	*
SALES	5	24,220	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	1	28,660	*	*
MILITARY	4	25,000	*	*
DESIGN / CONSTRUCT	1	35,000	*	*
SYSTEMS / PROGRAMMING	6	33,333	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	35,533	*	*
RESEARCH & DEVELOPMENT	1	28,500	*	*
PROJECT ENGINEERING	1	26,000	*	*
OTHER ENGINEERING	3	32,613	*	*
ADMINISTRATIVE (HEALTHCARE)	1	54,000	*	*
COMPUTER PROGRAMMING	120	28,491	$32,500	$22,000
INFORMATION SYSTEMS	110	29,928	34,800	24,500
SYSTEMS ANALYSIS & DESIGN	77	29,632	33,600	25,500
CONSULTING	53	31,053	33,000	29,500
MANAGEMENT TRAINEE	11	25,782	*	*
RESEARCH - TECHNICAL	1	35,000	*	*
MARKETING/MARKETING MANAGEMENT				
ACCOUNTING (PUBLIC)	2	26,000	*	*
ACCOUNTING (PRIVATE)	11	22,521	*	*
COMMERCIAL BANKING (CONSUMER)	13	21,200	*	*
COMMERCIAL BANKING (LENDING)	19	23,821	*	*
INVESTMENT BANKING (COPORATE FINANCE)	1	35,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	27,040	*	*
INVESTMENT BANKING (SALES & TRADING)	4	27,500	*	*
FINANCIAL/TREASURY ANALYSIS	23	25,333	32,000	20,000
PORTFOLIO MANAGEMENT	4	23,600	*	*
UNDERWRITING	11	23,883	*	*
INSURANCE - CLAIMS	16	23,790	*	*
DESIGN/GRAPHIC ARTS	2	25,100	*	*
MEDIA PLANNING	6	19,417	*	*
COMMUNICATIONS-PRODUCTION	1	28,000	*	*
PUBLIC RELATIONS	9	22,325	*	*
WRITING / EDITING	2	26,750	*	*
ADVERTISING	17	22,447	*	*
BRAND/PRODUCT MANAGEMENT	57	24,346	31,000	18,000
BUYER/MERCHANDISING	115	24,858	29,000	20,000
DISTRIBUTION	31	26,810	32,000	21,000
MARKET RESEARCH	40	23,333	30,000	18,000

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
PURCHASING	5	$30,600	*	*
SALES	452	25,324	$32,000	$18,000
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	4	20,700	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	3	21,606	*	*
LAW ENFORCEMENT	1	14,000	*	*
MILITARY	5	24,500	*	*
URBAN / REGIONAL PLANNING	3	33,000	*	*
ENVIRONMENTAL/SANITATION	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	2	29,500	*	*
PROJECT ENGINEERING	1	33,800	*	*
ADMINISTRATIVE (HEALTHCARE)	1	30,220	*	*
SOCIAL SERVICES - ADMINISTRATION	4	20,750	*	*
FUNDRAISING / DEVELOPMENT	3	21,831	*	*
COMPUTER PROGRAMMING	4	27,500	*	*
INFORMATION SYSTEMS	1	27,500	*	*
SYSTEMS ANALYSIS & DESIGN	1	27,000	*	*
CONSULTING	17	27,474	*	*
HUMAN RESOURCES	10	21,831	*	*
MANAGEMENT TRAINEE	346	22,932	28,000	18,000
TEACHING	2	22,595	*	*
REAL ESTATE				
COMMERCIAL BANKING (LENDING)	2	19,600	*	*
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	36,500	*	*
INVESTMENT BANKING (REAL ESTATE)	2	15,680	*	*
FINANCIAL/TREASURY ANALYSIS	1	32,000	*	*
PORTFOLIO MANAGEMENT	1	22,000	*	*
SALES	3	25,200	*	*
AGRICULTURE/NATURAL RESOURCES	1	17,686	*	*
CONSULTING	5	31,600	*	*
MANAGEMENT TRAINEE	2	24,000	*	*
ADVERTISING				
DESIGN/GRAPHIC ARTS	2	19,720	*	*
MEDIA PLANNING	5	20,200	*	*
COMMUNICATIONS-PRODUCTION	3	20,667	*	*
PUBLIC RELATIONS	2	20,350	*	*
ADVERTISING	18	22,228	*	*
BUYER/MERCHANDISING	1	27,840	*	*
MARKET RESEARCH	1	18,000	*	*
SALES	7	24,657	*	*
SOCIAL SERVICES - ADMINISTRATION	1	12,000	*	*
COMPUTER PROGRAMMING	1	18,000	*	*
INFORMATION SYSTEMS	1	16,500	*	*
MANAGEMENT TRAINEE	1	21,996	*	*
RESEARCH - NONTECHNICAL	1	16,500	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
COMMUNICATIONS				
ACCOUNTING (PRIVATE)	4	$21,750	*	*
COMMERCIAL BANKING (CONSUMER)	6	20,033	*	*
COMMERCIAL BANKING (LENDING)	5	23,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	22,000	*	*
FINANCIAL/TREASURY ANALYSIS	3	23,833	*	*
PORTFOLIO MANAGEMENT	2	19,000	*	*
UNDERWRITING	3	22,333	*	*
INSURANCE - CLAIMS	4	18,435	*	*
DESIGN/GRAPHIC ARTS	3	17,333	*	*
MEDIA PLANNING	7	20,643	*	*
REPORTING	8	17,435	*	*
COMMUNICATIONS-PRODUCTION	17	20,641	*	*
PUBLIC RELATIONS	42	19,753	$25,000	$16,000
WRITING / EDITING	9	20,169	*	*
ADVERTISING	2	16,250	*	*
BRAND/PRODUCT MANAGEMENT	11	23,338	*	*
BUYER/MERCHANDISING	7	21,643	*	*
DISTRIBUTION	2	16,250	*	*
MARKET RESEARCH	7	18,246	*	*
SALES	64	23,233	30,000	16,500
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	5	20,400	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	1	24,000	*	*
ECONOMIC PROGRAMS	1	25,000	*	*
LAW ENFORCEMENT	1	30,000	*	*
MILITARY	1	27,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	18,300	*	*
NURSES / PERSONAL CARE	1	20,000	*	*
OTHER HEALTH RELATED	3	18,254	*	*
SOCIAL SERVICES - ADMINISTRATION	9	20,889	*	*
COUNSELING	3	22,700	*	*
FUNDRAISING / DEVELOPMENT	2	17,000	*	*
SOCIAL WORK	3	17,895	*	*
CONSULTING	2	24,300	*	*
HUMAN RESOURCES	4	20,000	*	*
MANAGEMENT TRAINEE	68	22,861	27,000	18,000
TEACHING	3	21,218	*	*
JOURNALISM				
ACCOUNTING (PRIVATE)	1	16,000	*	*
COMMERCIAL BANKING (LENDING)	2	31,500	*	*
INSURANCE - CLAIMS	2	21,000	*	*
MEDIA PLANNING	5	22,960	*	*
REPORTING	19	17,519	*	*
COMMUNICATIONS-PRODUCTION	4	16,750	*	*
PUBLIC RELATIONS	6	19,323	*	*
WRITING / EDITING	16	19,531	*	*
ADVERTISING	2	20,000	*	*
BRAND/PRODUCT MANAGEMENT	1	32,000	*	*
BUYER/MERCHANDISING	8	$23,125	*	*
MARKET RESEARCH	1	24,000	*	*
SALES	12	21,158	*	*
LAW ENFORCEMENT	1	26,000	*	*
MILITARY	1	25,000	*	*
URBAN / REGIONAL PLANNING	2	23,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	14,560	*	*
SOCIAL SERVICES - ADMINISTRATION	2	20,000	*	*
COUNSELING	1	15,000	*	*
FUNDRAISING / DEVELOPEMNT	1	19,000	*	*
INFORMATION SYSTEMS	1	16,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	56,000	*	*
CONSULTING	1	30,000	*	*
MANAGEMENT TRAINEE	10	19,550	*	*
RESEARCH - NONTECHNICAL	2	16,000	*	*
TEACHING	3	19,767	*	*
TELECOMMUNICATIONS/BROADCASTING				
UNDERWRITING	2	23,000	*	*
INSURANCE - CLAIMS	2	25,500	*	*
MEDIA PLANNING	1	25,500	*	*
REPORTING	2	17,500	*	*
COMMUNICATIONS-PRODUCTION	12	19,547	*	*
PUBLIC RELATIONS	1	40,000	*	*
WRITING / EDITING	1	11,500	*	*
ADVERTISING	1	28,080	*	*
BRAND/PRODUCT MANAGEMENT	1	36,000	*	*
BUYER/MERCHANDISING	7	23,714	*	*
SALES	8	25,925	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	1	18,229	*	*
OTHER HEALTH RELATED	1	13,000	*	*
INFORMATION SYSTEMS	2	29,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	28,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	22,717	*	*
CONSULTING	2	24,950	*	*
MANAGEMENT TRAINEE	3	23,300	*	*
TEACHING	2	27,800	*	*
ELEMENTARY EDUCATION				
ACCOUNTING (PUBLIC)	1	23,500	*	*
ACCOUNTING (PRIVATE)	1	18,720	*	*
INSURANCE - CLAIMS	2	21,288	*	*
PUBLIC RELATIONS	1	35,000	*	*
BUYER/MERCHANDISING	1	29,000	*	*
DISTRIBUTION	1	18,000	*	*
SALES	1	23,000	*	*
MEDICAL TECHNOLOGY	1	15,600	*	*
OCCUPATIONAL THERAPY	1	17,680	*	*
SOCIAL SERVICES - ADMINISTRATION	2	15,600	*	*
INFORMATION SYSTEMS	1	20,000	*	*
HUMAN RESOURCES	1	18,900	*	*
MANAGEMENT TRAINEE	4	20,900	*	*
PARALEGAL	2	$22,000	*	*
TEACHING	419	20,053	$25,200	$13,500
PRE-ELEMENTARY EDUCATION				
SALES	1	11,440	*	*
SOCIAL SERVICES - ADMINISTRATION	2	13,312	*	*
SOCIAL WORK	2	19,000	*	*
TEACHING	42	16,612	21,000	12,000
PHYSICAL EDUCATION				
OTHER HEALTH RELATED	3	21,333	*	*
COUNSELING	1	19,000	*	*
MANAGEMENT TRAINEE	1	20,000	*	*
TEACHING	30	21,505	28,869	14,300
SPECIAL EDUCATION				
ACCOUNTING (PRIVATE)	1	14,352	*	*
OTHER HEALTH RELATED	2	28,000	*	*
SOCIAL SERVICES - ADMINISTRATION	2	18,000	*	*
MANAGEMENT TRAINEE	1	11,000	*	*
TEACHING	92	21,986	26,300	17,787
HUMAN ECOLOGY (HOME ECONOMICS)				
ACCOUNTING (PRIVATE)	1	29,532	*	*
COMMERCIAL BANKING (CONSUMER)	1	10,920	*	*
DESIGN/GRAPHIC ARTS	4	17,250	*	*
BUYER/MERCHANDISING	2	24,500	*	*
SALES	2	12,068	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	1	23,000	*	*
OTHER HEALTH RELATED	8	22,585	*	*
SOCIAL SERVICES - ADMINISTRATION	5	17,456	*	*
COUNSELING	1	10,000	*	*
SOCIAL WORK	8	17,097	*	*
HUMAN RESOURCES	2	20,900	*	*
MANAGEMENT TRAINEE	16	23,956	*	*
TEACHING	4	19,906	*	*
TEXTILES & CLOTHING				
COMMERCIAL BANKING (CONSUMER)	1	10,000	*	*
DESIGN/GRAPHIC ARTS	1	29,000	*	*
BUYER/MERCHANDISING	26	21,258	25,000	17,000
DISTRIBUTION	1	25,000	*	*
SALES	2	12,220	*	*
DESIGN / CONSTRUCT	3	17,688	*	*
PROCESS ENGINEERING	1	30,000	*	*
SOCIAL WORK	1	24,000	*	*
MANAGEMENT TRAINEE	16	23,988	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
MERCHANDISING MANAGEMENT				
COMMERCIAL BANKING (CONSUMER)	1	$14,000	*	*
BRAND/PRODUCT MANAGEMENT	3	23,500	*	*
BUYER/MERCHANDISING	**4**	**22,050**	*	*
SALES	4	22,500	*	*
ADMINISTRATIVE (HEALTHCARE)	1	18,000	*	*
MANAGEMENT TRAINEE	16	20,669	*	*
FOREIGN LANGUAGES				
ACCOUNTING (PRIVATE)	1	25,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	3	28,333	*	*
INSURANCE - CLAIMS	1	20,000	*	*
MEDIA PLANNING	**1**	**24,000**	*	*
WRITING / EDITING	1	25,000	*	*
ADVERTISING	1	17,000	*	*
BRAND/PRODUCT MANAGEMENT	1	17,500	*	*
BUYER/MERCHANDISING	2	22,000	*	*
PURCHASING	**1**	**25,000**	*	*
SALES	2	20,000	*	*
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	1	20,850	*	*
LAW ENFORCEMENT	1	27,000	*	*
MILITARY	**1**	**23,000**	*	*
OTHER ENGINEERING	1	36,200	*	*
COUNSELING	1	31,000	*	*
FUNDRAISING / DEVELOPMENT	1	18,000	*	*
COMPUTER PROGRAMMING	3	22,000	*	*
SYSTEMS ANALYSIS & DESIGN	**1**	**31,000**	*	*
CONSULTING	1	18,000	*	*
HUMAN RESOURCES	2	16,000	*	*
MANAGEMENT TRAINEE	11	24,773	*	*
TEACHING	16	21,582	*	*
LETTERS (incl. English)				
ACCOUNTING (PUBLIC)	1	24,000	*	*
ACCOUNTING (PRIVATE)	2	26,500	*	*
COMMERCIAL BANKING **(CONSUMER)**	**5**	**23,800**	*	*
COMMERCIAL BANKING (LENDING	2	20,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	32,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	25,000	*	*
FINANCIAL/TREASURY ANALYSIS	5	27,300	*	*
UNDERWRITING	7	24,074	*	*
INSURANCE - CLAIMS	3	23,167	*	*
DESIGN/GRAPHIC ARTS	**2**	**21,000**	*	*
MEDIA PLANNING	3	20,000	*	*
REPORTING	5	18,300	*	*
COMMUNICATIONS-PRODUCTION	3	19,567	*	*
PUBLIC RELATIONS	4	19,750	*	*
WRITING / EDITING	**16**	**22,562**	*	*
ADVERTISING	6	20,083	*	*
BRAND/PRODUCT MANAGEMENT	3	$21,933	*	*
BUYER/MERCHANDISING	3	24,000	*	*
DISTRIBUTION	2	33,500	*	*
MARKET RESEARCH	3	19,333	*	*
SALES	**24**	**23,196**	**$29,000**	**$12,000**
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	4	18,375	*	*
PROCESS ENGINEERING	1	35,400	*	*
ADMINISTRATIVE (HEALTHCARE)	2	15,720	*	*
OTHER HEALTH RELATED	**2**	**16,000**	*	*
SOCIAL SERVICES - ADMINISTRATION	2	18,500	*	*
COUNSELING	3	15,500	*	*
FUNDRAISING / DEVELO	4	13,500	*	*
COMPUTER PROGRAMMING	**1**	**24,000**	*	*
INFORMATION SYSTEMS	2	26,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	26,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	16,000	*	*
CONSULTING	**4**	**22,825**	*	*
HUMAN RESOURCES	2	19,600	*	*
MANAGEMENT TRAINEE	25	22,130	29,000	17,000
PARALEGAL	6	21,600	*	*
RESEARCH - NONTECHNICAL	1	15,000	*	*
TEACHING	**47**	**18,995**	**24,000**	**14,000**
VISUAL & PERFORMING ARTS				
ACCOUNTING (PUBLIC)	1	21,300	*	*
COMMERCIAL BANKING **(CONSUMER)**	**1**	**25,000**	*	*
UNDERWRITING	1	23,800	*	*
DESIGN/GRAPHIC ARTS	21	19,314	22,000	15,600
MEDIA PLANNING	2	21,500	*	*
COMMUNICATIONS-PRODUCTION	1	16,000	*	*
PUBLIC RELATIONS	**3**	**20,160**	*	*
ADVERTISING	2	18,000	*	*
BUYER/MERCHANDISING	1	31,000	*	*
SALES	7	18,723	*	*
GOV'T-EXECUTIVE, LEGISLATIVE **GENERAL**	**1**	**21,000**	*	*
OTHER ENGINEERING	1	29,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	12,680	*	*
OTHER HEALTH RELATED	2	25,000	*	*
COUNSELING	1	18,000	*	*
ARCHITECTURE	**1**	**13,500**	*	*
CONSULTING	2	33,000	*	*
HUMAN RESOURCES	1	16,000	*	*
MANAGEMENT TRAINEE	8	21,506	*	*
TEACHING	29	20,687	23,804	17,000
HUMANITIES - OTHER				
ACCOUNTING (PRIVATE)	2	28,240	*	*
COMMERCIAL BANKING (CONSUMER)	1	20,000	*	*
COMMERCIAL BANKING (LENDING)	1	$18,000	*	*
FINANCIAL/TREASURY ANALYSIS	2	33,000	*	*
PORTFOLIO MANAGEMENT	1	24,000	*	*
UNDERWRITING	**1**	**20,000**	*	*
DESIGN/GRAPHIC ARTS	2	18,000	*	*
PUBLIC RELATIONS	3	29,732	*	*
WRITING / EDITING	2	27,078	*	*
ADVERTISING	1	20,000	*	*
BUYER/MERCHANDISING	**4**	**24,500**	*	*
MARKET RESEARCH	1	26,000	*	*
SALES	17	23,412	*	*
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	1	15,000	*	*
LAW ENFORCEMENT	**4**	**32,340**	*	*
MILITARY	3	22,333	*	*
MANUFACTURING/INDUSTRIAL	1	23,800	*	*
OTHER ENGINEERING	1	58,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
OTHER HEALTH RELATED	**1**	**22,000**	*	*
SOCIAL SERVICES - ADMINISTRATION	4	23,407	*	*
COUNSELING	4	20,750	*	*
FUNDRAISING / DEVELOPMENT	1	15,000	*	*
COMPUTER PROGRAMMING	**1**	**21,996**	*	*
INFORMATION SYSTEMS	1	29,700	*	*
SYSTEMS ANALYSIS & DESIGN	1	33,672	*	*
AGRICULTURE/NATURAL RESOURCES	1	12,000	*	*
HUMAN RESOURCES	**5**	**33,800**	*	*
MANAGEMENT TRAINEE	16	23,005	*	*
PARALEGAL	3	23,000	*	*
TEACHING	12	21,154	*	*
CRIMINAL JUSTICE				
INSURANCE - CLAIMS	1	20,000	*	*
BUYER/MERCHANDISING	2	22,500	*	*
DISTRIBUTION	1	19,000	*	*
SALES	4	21,413	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	**1**	**18,000**	*	*
LAW ENFORCEMENT	35	23,854	$30,000	$16,640
MILITARY	2	24,750	*	*
NATIONAL SECURITY	1	21,000	*	*
URBAN / REGIONAL PLANNING	**2**	**26,000**	*	*
ADMINISTRATIVE (HEALTHCARE)	1	18,500	*	*
OTHER HEALTH RELATED	1	12,000	*	*
SOCIAL SERVICES - ADMINISTRATION	1	25,000	*	*
COUNSELING	**3**	**17,667**	*	*
SOCIAL WORK	2	19,500	*	*
CONSULTING	3	24,000	*	*
MANAGEMENT TRAINEE	1	21,000	*	*
PARALEGAL	1	18,000	*	*
RESEARCH - TECHNICAL	**1**	**30,000**	*	*
TEACHING	1	18,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
HISTORY				
COMMERCIAL BANKING (CONSUMER)	4	$24,375	*	*
COMMERCIAL BANKING (LENDING)	2	28,500	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	2	34,000	*	*
FINANCIAL/TREASURY ANALYSIS	10	32,484	*	*
PORTFOLIO MANAGEMENT	2	21,000	*	*
UNDERWRITING	1	24,000	*	*
INSURANCE - CLAIMS	4	19,750	*	*
REPORTING	1	18,000	*	*
COMMUNICATIONS-PRODUCTION	1	28,000	*	*
PUBLIC RELATIONS	1	20,000	*	*
WRITING / EDITING	2	21,400	*	*
ADVERTISING	5	25,850	*	*
BRAND/PRODUCT MANAGEMENT	1	30,000	*	*
BUYER/MERCHANDISING	1	15,000	*	*
DISTRIBUTION	1	22,100	*	*
SALES	14	23,614	*	*
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	3	22,167	*	*
ECONOMIC PROGRAMS	1	22,000	*	*
LAW ENFORCEMENT	2	16,000	*	*
MILITARY	7	25,371	*	*
NATIONAL SECURITY	1	26,788	*	*
DESIGN / CONSTRUCT	1	36,000	*	*
PROCESS ENGINEERING	1	15,000	*	*
OTHER ENGINEERING	1	23,306	*	*
COUNSELING	2	16,760	*	*
FUNDRAISING / DEVELOPMENT	1	14,000	*	*
SOCIAL WORK	3	24,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	27,000	*	*
CONSULTING	9	30,200	*	*
MANAGEMENT TRAINEE	15	24,054	*	*
PARALEGAL	20	22,175	$25,000	$20,000
TEACHING	23	19,961	24,000	15,000
POLITICAL SCIENCE/GOVERNMENT				
ACCOUNTING (PUBLIC)	3	32,500	*	*
ACCOUNTING (PRIVATE)	2	23,450	*	*
COMMERCIAL BANKING (CONSUMER)	6	22,167	*	*
COMMERCIAL BANKING (LENDING)	3	19,500	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	4	30,250	*	*
INVESTMENT BANKING (REAL ESTATE)	1	32,000	*	*
FINANCIAL/TREASURY ANALYSIS	19	30,642	*	*
PORTFOLIO MANAGEMENT	4	22,750	*	*
UNDERWRITING	2	26,680	*	*
INSURANCE - CLAIMS	8	21,838	*	*
MEDIA PLANNING	2	22,750	*	*
REPORTING	1	22,000	*	*
PUBLIC RELATIONS	4	16,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
WRITING / EDITING	2	$20,000	*	*
BRAND/PRODUCT MANAGE	2	22,500	*	*
BUYER/MERCHANDISING	5	25,120	*	*
DISTRIBUTION	2	24,000	*	*
SALES	27	25,959	$30,000	$21,000
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	12	20,775	*	*
ECONOMIC PROGRAMS	1	23,400	*	*
LAW ENFORCEMENT	8	24,179	*	*
MILITARY	6	23,000	*	*
POWER SYSTEMS	1	18,000	*	*
RESEARCH & DEVELOPMENT	1	22,000	*	*
PROJECT ENGINEERING	2	34,000	*	*
OTHER ENGINEERING	1	34,200	*	*
NURSES / PERSONAL CARE	1	28,800	*	*
SOCIAL SERVICES - ADMINISTRATIVE	3	18,383	*	*
COUNSELING	1	20,000	*	*
FUNDRAISING / DEVELOPMENT	3	13,000	*	*
SOCIAL WORK	1	21,000	*	*
COMPUTER PROGRAMMING	1	21,000	*	*
INFORMATION SYSTEMS	4	29,600	*	*
SYSTEMS ANALYSIS & DESIGN	1	25,370	*	*
ACTUARIAL	1	35,000	*	*
CONSULTING	14	28,393	*	*
HUMAN RESOURCES	7	25,486	*	*
MANAGEMENT TRAINEE	30	22,622	30,000	16,000
PARALEGAL	10	23,160	*	*
RESEARCH - NONTECHNICAL	4	22,680	*	*
TEACHING	12	22,168	*	*
PSYCHOLOGY				
ACCOUNTING (PRIVATE)	3	31,200	*	*
COMMERCIAL BANKING (CONSUMER)	4	25,000	*	*
FINANCIAL/TREASURY ANALYSIS	4	20,250	*	*
UNDERWRITING	4	26,750	*	*
INSURANCE - CLAIMS	3	21,547	*	*
MEDIA PLANNING	1	18,500	*	*
COMMUNICATIONS-PRODUCTION	1	20,000	*	*
PUBLIC RELATIONS	5	18,736	*	*
WRITING / EDITING	1	19,500	*	*
ADVERTISING	2	22,500	*	*
BRAND/PRODUCT MANAGEMENT	5	20,040	*	*
BUYER/MERCHANDISING	4	23,000	*	*
MARKET RESEARCH	2	21,000	*	*
SALES	22	24,691	28,000	18,000
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	3	23,397	*	*
ECONOMIC PROGRAMS	1	24,000	*	*
MILITARY	2	21,250	*	*
MANUFACTURING/INDUSTRIAL	1	17,500	*	*
RESEARCH & DEVELOPMENT	2	23,800	*	*
OTHER ENGINEERING	1	24,000	*	*
ADMINISTRATIVE (HEALTHCARE)	8	18,745	*	*
NURSES / PERSONAL CARE	2	19,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
PHYSICAL THERAPY	2	$13,250	*	*
OTHER HEALTH RELATED	10	14,514	*	*
SOCIAL SERVICES - ADMINISTRATION	9	19,522	*	*
COUNSELING	47	17,950	$24,000	$12,480
FUNDRAISING / DEVELOPMENT	2	18,000	*	*
SOCIAL WORK	17	18,177	*	*
COMPUTER PROGRAMMING	1	18,000	*	*
INFORMATION SYSTEMS	2	23,500	*	*
CONSULTING	3	22,000	*	*
HUMAN RESOURCES	10	23,464	*	*
MANAGEMENT TRAINEE	33	21,991	28,000	16,800
MATH/STATISTICIANS	1	22,000	*	*
PARALEGAL	2	15,500	*	*
RESEARCH - NONTECHNICAL	2	20,500	*	*
RESEARCH - TECHNICAL	1	27,000	*	*
TEACHING	9	21,111	*	*
SOCIOLOGY				
ACCOUNTING (PRIVATE)	2	24,000	*	*
COMMERCIAL BANKING (CONSUMER)	2	23,000	*	*
COMMERCIAL BANKING (LENDING)	1	26,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	21,000	*	*
FINANCIAL/TREASURY ANALYSIS	2	26,000	*	*
UNDERWRITING	1	16,350	*	*
INSURANCE - CLAIMS	3	27,667	*	*
MEDIA PLANNING	1	15,000	*	*
COMMUNICATIONS-PRODUCTION	1	15,000	*	*
BUYER/MERCHANDISING	1	22,500	*	*
DISTRIBUTION	1	39,000	*	*
SALES	8	24,750	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	1	18,000	*	*
LAW ENFORCEMENT	1	26,000	*	*
OTHER ENGINEERING	1	15,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	16,320	*	*
NURSES / PERSONAL CARE	1	16,000	*	*
PHYSICAL THERAPY	1	27,500	*	*
OTHER HEALTH RELATED	3	21,500	*	*
SOCIAL SERVICES - ADMINISTRATION	3	17,028	*	*
COUNSELING	9	21,449	*	*
FUNDRAISING / DEVELOPMENT	1	14,500	*	*
SOCIAL WORK	10	19,540	*	*
COMPUTER PROGRAMMING	2	33,500	*	*
ACTUARIAL	1	17,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	20,443	*	*
CONSULTING	1	36,000	*	*
HUMAN RESOURCES	2	18,500	*	*
MANAGEMENT TRAINEE	11	21,545	*	*
RESEARCH - NONTECHNICAL	1	31,500	*	*
TEACHING	3	19,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
SOCIAL SCIENCES-OTHER				
ACCOUNTING (PUBLIC)	1	$32,000	*	*
ACCOUNTING (PRIVATE)	1	13,000	*	*
COMMERCIAL BANKING (CONSUMER)	1	17,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	5	32,400	*	*
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	32,500	*	*
INVESTMENT BANKING (SALES & TRADING)	1	30,000	*	*
FINANCIAL/TREASURY ANALYSIS	5	28,500	*	*
UNDERWRITING	5	25,400	*	*
INSURANCE - CLAIMS	3	17,618	*	*
PUBLIC RELATIONS	2	19,375	*	*
WRITING / EDITING	1	27,300	*	*
ADVERTISING	1	25,500	*	*
BRAND/PRODUCT MANAGEMENT	2	22,500	*	*
BUYER/MERCHANDISING	9	23,369	*	*
DISTRIBUTION	1	28,000	*	*
MARKET RESEARCH	1	20,000	*	*
SALES	40	25,611	$30,000	$15,840
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	2	20,000	*	*
GOV'T-FINANCE, TAXATION, MONETARY POLICY	1	13,000	*	*
ECONOMIC PROGRAMS	1	19,750	*	*
LAW ENFORCEMENT	6	23,956	*	*
MILITARY	3	22,833	*	*
URBAN / REGIONAL PLANNING	6	19,568	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	25,500	*	*
RESEARCH & DEVELOPMENT	1	24,000	*	*
TESTING	1	29,000	*	*
PROJECT ENGINEERING	1	30,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	19,000	*	*
OTHER HEALTH RELATED	4	15,625	*	*
SOCIAL SERVICES - ADMINISTRATION	12	20,663	*	*
COUNSELING	12	16,880	*	*
FUNDRAISING / DEVELOPMENT	3	13,633	*	*
SOCIAL WORK	12	18,876	*	*
COMPUTER PROGRAMMING	3	30,000	*	*
INFORMATION SYSTEMS	1	17,900	*	*
CONSULTING	10	24,200	*	*
HUMAN RESOURCES	1	16,000	*	*
MANAGEMENT TRAINEE	24	22,963	25,000	20,000
PARALEGAL	3	21,167	*	*
RESEARCH - NONTECHNICAL	4	22,450	*	*
TEACHING	19	21,058	*	*
AEROSPACE & AERONAUTICAL ENGINEERING				
SALES	3	22,700	*	*
MILITARY	1	28,000	*	*
DESIGN / CONSTRUCT	22	31,447	34,500	28,476
ENVIRONMENTAL/SANITATION	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	6	$33,897	*	*
SYSTEMS / PROGRAMMING	9	31,987	*	*
POWER SYSTEMS	2	27,500	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	30,510	*	*
RESEARCH & DEVELOPMENT	3	34,935	*	*
TESTING	11	31,924	*	*
PROCESS ENGINEERING	1	36,500	*	*
PROJECT ENGINEERING	7	35,194	*	*
OTHER ENGINEERING	23	31,646	$35,220	$27,500
COMPUTER PROGRAMMING	1	15,600	*	*
INFORMATION SYSTEMS	5	31,200	*	*
CONSULTING	6	33,833	*	*
MANAGEMENT TRAINEE	1	19,200	*	*
AGRICULTURAL ENGINEERING				
DESIGN / CONSTRUCT	3	28,167	*	*
ENVIRONMENTAL/SANITATION	3	28,710	*	*
POWER SYSTEMS	1	34,200	*	*
PROCESS ENGINEERING	1	39,000	*	*
PROJECT ENGINEERING	1	28,000	*	*
OTHER ENGINEERING	4	34,450	*	*
AGRICULTURE/NATURAL RESOURCES	5	33,200	*	*
CONSULTING	1	28,500	*	*
ARCHITECTURAL ENGINEERING				
DESIGN / CONSTRUCT	26	27,394	30,000	23,000
PROJECT ENGINEERING	10	28,959	*	*
OTHER ENGINEERING	6	29,983	*	*
MANAGEMENT TRAINEE	1	35,000	*	*
BIOENGINEERING & BIOMEDICAL ENGINEERING				
SALES	2	35,500	*	*
BIOENGINEERING	1	29,500	*	*
RESEARCH & DEVELOPMENT	1	33,000	*	*
PROJECT ENGINEERING	1	39,000	*	*
OTHER ENGINEERING	5	32,540	*	*
OTHER HEALTH RELATED	1	12,000	*	*
CONSULTING	5	30,800	*	*
RESEARCH - TECHNICAL	1	23,650	*	*
CHEMICAL ENGINEERING				
BRAND/PRODUCT MANAGEMENT	2	41,500	*	*
SALES	10	36,658	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	1	23,835	*	*
BIOENGINEERING	2	40,500	*	*
DESIGN / CONSTRUCT	20	38,724	41,400	33,954
ENVIRONMENTAL/SANITATION	27	36,404	42,000	27,500
MANUFACTURING/INDUSTRIAL	45	39,671	42,500	36,000
SYSTEMS / PROGRAMMING	2	34,750	*	*
POWER SYSTEMS	1	45,600	*	*
SOFTWARE DESIGN & DEVELOPMENT	3	38,267	*	*
HARDWARE DESIGN & DEVELOPMENT	2	$35,000	*	*
RESEARCH & DEVELOPMENT	59	40,339	$43,000	$37,300
TESTING	4	40,325	*	*
PROCESS ENGINEERING	416	39,927	42,600	36,000
PROJECT ENGINEERING	26	39,308	41,500	38,400
OTHER ENGINEERING	108	39,435	42,600	34,780
PHARMACIST	1	34,000	*	*
OTHER HEALTH RELATED	1	41,000	*	*
CONSULTING	10	32,590	*	*
MANAGEMENT TRAINEE	6	40,000	*	*
RESEARCH - TECHNICAL	2	31,500	*	*
CIVIL ENGINEERING				
FINANCIAL/TREASURY ANALYSIS	1	34,000	*	*
PUBLIC RELATIONS	1	30,420	*	*
SALES	4	30,750	*	*
MILITARY	2	25,300	*	*
URBAN / REGIONAL PLANNING	2	28,100	*	*
DESIGN / CONSTRUCT	327	28,485	31,500	24,900
ENVIRONMENTAL/SANITATION	52	31,017	36,000	26,249
MANUFACTURING/INDUSTRIAL	5	34,460	*	*
SYSTEMS / PROGRAMMING	2	22,000	*	*
POWER SYSTEMS	3	33,100	*	*
RESEARCH & DEVELOPMENT	6	28,592	*	*
TESTING	9	27,428	*	*
PROCESS ENGINEERING	3	28,220	*	*
PROJECT ENGINEERING	71	30,347	35,400	26,400
OTHER ENGINEERING	146	29,439	32,700	26,000
INDUSTRIAL HYGIENE	1	29,000	*	*
CONSULTING	44	29,458	33,000	26,000
HUMAN RESOURCES	1	45,000	*	*
MANAGEMENT TRAINEE	4	29,350	*	*
COMPUTER ENGINEERING				
COMMERCIAL BANKING (CONSUMER)	1	33,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	19,000	*	*
SALES	6	32,733	*	*
LAW ENFORCEMENT	1	28,000	*	*
NATIONAL SECURITY	3	36,600	*	*
DESIGN / CONSTRUCT	6	34,667	*	*
SYSTEMS / PROGRAMMING	52	33,995	40,000	29,000
SOFTWARE DESIGN & DEVELOPMENT	109	34,182	38,000	28,800
HARDWARE DESIGN & DEVELOPMENT	48	36,576	38,500	35,100
RESEARCH & DEVELOPMENT	4	36,005	*	*
TESTING	3	31,833	*	*
PROCESS ENGINEERING	2	35,500	*	*
PROJECT ENGINEERING	7	35,429	*	*
OTHER ENGINEERING	83	35,455	38,500	32,000
COUNSELING	1	35,000	*	*
COMPUTER PROGRAMMING	46	30,968	38,000	25,000
INFORMATION SYSTEMS	21	32,867	36,200	28,000

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Computer Engineering (cont.)				
SYSTEMS ANALYSIS & DESIGN	37	$31,679	$35,940	$25,000
CONSULTING	17	32,293	*	*
ELECTRICAL/ELECTRONIC ENGINEERING				
COMMERCIAL BANKING (LENDING)	4	34,322	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	32,500	*	*
MEDIA PLANNING	1	33,500	*	*
COMMUNICATIONS-PRODUCTION	1	29,500	*	*
DISTRIBUTION	1	14,000	*	*
SALES	43	33,144	37,200	29,500
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	1	29,530	*	*
ECONOMIC PROGRAMS	1	32,000	*	*
MILITARY	1	30,000	*	*
BIOENGINEERING	2	37,198	*	*
DESIGN / CONSTRUCT	102	33,119	37,000	28,000
ENVIRONMENTAL/SANITATION	2	35,000	*	*
MANUFACTURING/INDUSTRIAL	103	34,737	39,300	29,000
SYSTEMS / PROGRAMMING	67	33,468	37,680	27,976
POWER SYSTEMS	106	34,615	38,000	30,240
SOFTWARE DESIGN & DEVELOPMENT	71	35,092	38,000	32,000
HARDWARE DESIGN & DEVELOPMENT	143	36,064	38,760	34,000
RESEARCH & DEVELOPMENT	33	35,215	38,000	30,000
TESTING	37	34,257	38,000	28,476
PROCESS ENGINEERING	17	36,429	*	*
PROJECT ENGINEERING	124	34,455	39,000	30,000
OTHER ENGINEERING	405	34,197	38,400	28,476
COMPUTER PROGRAMMING	26	34,074	36,600	30,000
INFORMATION SYSTEMS	19	32,041	*	*
SYSTEMS ANALYSIS & DESIGN	17	33,093	*	*
ARCHITECTURE	1	24,000	*	*
CONSULTING	59	33,093	36,000	29,000
MANAGEMENT TRAINEE	7	34,400	*	*
TEACHING	1	31,000	*	*
ENIVRONMENTAL ENGINEERING				
ENVIRONMENTAL/SANITATION	3	27,264	*	*
OTHER ENGINEERING	3	35,875	*	*
INDUSTRIAL ENGINEERING				
COMMERCIAL BANKING (LENDING)	1	31,000	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	1	49,000	*	*
FINANCIAL/TREASURY ANALYSIS	13	35,723	*	*
UNDERWRITING	1	32,500	*	*
INSURANCE - CLAIMS	1	29,000	*	*
PUBLIC RELATIONS	2	33,000	*	*
BUYER/MERCHANDISING	1	33,240	*	*
DISTRIBUTION	1	36,000	*	*
MARKET RESEARCH	4	38,250	*	*
SALES	12	$32,788	*	*
GOV'T-FINANCE, TAXATION GENERAL	1	42,000	*	*
DESIGN / CONSTRUCT	3	32,033	*	*
ENVIRONMENTAL/SANITATION	3	30,168	*	*
MANUFACTURING/INDUSTRIAL	135	33,370	$36,600	$29,400
SYSTEMS / PROGRAMMING	20	32,484	37,200	28,000
POWER SYSTEMS	2	34,190	*	*
SOFTWARE DESIGN & DEVELOPMENT	2	35,000	*	*
HARDWARE DESIGN & DEVELOPMENT	3	33,580	*	*
RESEARCH & DEVELOPMENT	5	30,040	*	*
TESTING	3	35,667	*	*
PROCESS ENGINEERING	5	30,000	*	*
PROJECT ENGINEERING	22	33,909	36,000	29,300
OTHER ENGINEERING	107	32,603	36,800	27,000
ADMINISTRATIVE (HEALTHCARE)	1	33,000	*	*
COUNSELING	1	31,000	*	*
COMPUTER PROGRAMMING	2	33,750	*	*
INFORMATION SYSTEMS	28	31,714	35,500	28,000
SYSTEMS ANALYSIS & DESIGN	4	30,750	*	*
AGRICULTURE/NATURAL RESOURCES	1	29,000	*	*
CONSULTING	99	32,721	37,000	30,000
MANAGEMENT TRAINEE	17	31,953	*	*
MATH/STATISTICIANS	1	30,000	*	*
MECHANICAL ENGINEERING				
FINANCIAL/TREASURY ANALYSIS	1	35,000	*	*
INSURANCE - CLAIMS	1	32,500	*	*
COMMUNICATIONS-PRODUCTION	1	38,400	*	*
ADVERTISING	1	30,000	*	*
BRAND/PRODUCT MANAGEMENT	3	31,000	*	*
DISTRIBUTION	1	24,000	*	*
MARKET RESEARCH	1	36,000	*	*
SALES	39	32,533	36,000	28,000
MILITARY	7	27,811	*	*
URBAN / REGIONAL PLANNING	1	40,000	*	*
BIOENGINEERING	2	27,500	*	*
DESIGN / CONSTRUCT	210	33,803	38,340	28,000
ENVIRONMENTAL/SANITATION	14	28,519	*	*
MANUFACTURING/INDUSTRIAL	356	35,447	39,000	31,000
SYSTEMS / PROGRAMMING	22	33,909	36,000	31,500
POWER SYSTEMS	44	35,198	37,200	32,500
SOFTWARE DESIGN & DEVELOPMENT	5	35,080	*	*
HARDWARE DESIGN & DEVELOPMENT	28	35,395	38,400	32,000
RESEARCH & DEVELOPMENT	43	33,825	37,560	28,000
TESTING	17	35,210	*	*
PROCESS ENGINEERING	36	36,900	40,200	34,000
PROJECT ENGINEERING	198	35,472	40,000	30,420
OTHER ENGINEERING	431	34,240	38,300	30,000
MEDICAL TECHNOLOGY	2	29,500	*	*
OTHER HEALTH RELATED	1	31,250	*	*
SOCIAL SERVICES - ADMINISTRATION	1	$33,600	*	*
COUNSELING	1	31,000	*	*
COMPUTER PROGRAMMING	3	32,333	*	*
SYSTEMS ANALYSIS & DESIGN	5	29,950	*	*
CONSULTING	47	32,943	$37,000	$30,000
MANAGEMENT TRAINEE	12	28,830	*	*
RESEARCH - TECHNICAL	3	33,200	*	*
TEACHING	1	15,600	*	*
METALLURGICAL ENGINEERING				
COMMUNICATIONS-PRODUCTION	2	34,560	*	*
MARKET RESEARCH	1	33,000	*	*
DESIGN / CONSTRUCT	4	33,146	*	*
MANUFACTURING/INDUSTRIAL	32	34,478	38,700	32,000
POWER SYSTEMS	1	36,330	*	*
SOFTWARE DESIGN & DEVELOPMENT	1	33,960	*	*
HARDWARE DESIGN & DEVELOPMENT	1	28,000	*	*
RESEARCH & DEVELOPMENT	4	32,125	*	*
TESTING	3	29,740	*	*
PROCESS ENGINEERING	11	34,229	*	*
PROJECT ENGINEERING	15	36,980	*	*
OTHER ENGINEERING	33	33,081	36,500	28,500
COMPUTER PROGRAMMING	1	38,400	*	*
CONSULTING	1	38,500	*	*
HUMAN RESOURCES	1	33,600	*	*
MANAGEMENT TRAINEE	3	36,000	*	*
RESEARCH - TECHNICAL	1	35,000	*	*
MINING (INCL GEOLOGICAL)				
DESIGN / CONSTRUCT	8	33,685	*	*
ENVIRONMENTAL/SANITATION	14	31,686	*	*
MANUFACTURING/INDUSTRIAL	2	36,600	*	*
PROCESS ENGINEERING	2	26,000	*	*
PROJECT ENGINEERING	6	29,367	*	*
OTHER ENGINEERING	8	31,950	*	*
MANAGEMENT TRAINEE	1	34,800	*	*
NUCLEAR ENGINEERING				
FINANCIAL/TREASURY ANALYSIS	1	31,500	*	*
DESIGN / CONSTRUCT	1	36,000	*	*
ENVIRONMENTAL/SANITATION	1	33,500	*	*
POWER SYSTEMS	2	34,000	*	*
TESTING	1	35,000	*	*
OTHER ENGINEERING	9	35,675	*	*
COMPUTER PROGRAMMING	1	31,000	*	*
PETROLEUM ENGINEERING				
INVESTMENT BANKING (CORPORATE FINANCE)	1	36,000	*	*
MARKET RESEARCH	1	30,000	*	*
DESIGN / CONSTRUCT	4	37,700	*	*
ENVIRONMENTAL/SANITATION	1	43,200	*	*
PROCESS ENGINEERING	3	39,867	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Petroleum Engineering (cont.)				
PROJECT ENGINEERING	17	$38,053	*	*
OTHER ENGINEERING	20	38,885	$45,000	$33,000
TEXTILE ENGINEERING				
PROJECT ENGINEERING	2	37,900	*	*
OTHER ENGINEERING	2	36,250	*	*
ENGINEERING TECHNOLOGY				
DESIGN/GRAPHIC ARTS	**3**	**19,907**	*	*
COMMUNICATIONS-PRODUCTION	2	29,250	*	*
BRAND/PRODUCT MANAGEMENT	1	22,800	*	*
SALES	3	27,797	*	*
MILITARY	1	26,000	*	*
URBAN / REGIONAL PLANNING	**1**	**11,440**	*	*
DESIGN / CONSTRUCT	36	26,024	31,800	20,000
ENVIRONMENTAL/SANITATION	1	29,000	*	*
MANUFACTURING/INDUSTRIAL	35	29,687	36,000	22,000
SYSTEMS / PROGRAMMING	2	27,020	*	*
POWER SYSTEMS	**5**	**26,137**	*	*
SOFTWARE DESIGN & DEVELOPMENT	5	29,400	*	*
HARDWARE DESIGN & DEVELOPMENT	3	32,000	*	*
RESEARCH & DEVELOPMENT	**5**	**41,020**	*	*
TESTING	8	32,500	*	*
PROCESS ENGINEERING	1	36,000	*	*
PROJECT ENGINEERING	18	32,364	*	*
OTHER ENGINEERING	45	30,319	36,500	20,000
COMPUTER PROGRAMMING	**3**	**33,733**	*	*
INFORMATION SYSTEMS	1	13,680	*	*
CONSULTING	5	31,200	*	*
MANAGEMENT TRAINEE	5	25,080	*	*
RESEARCH - TECHNICAL	1	33,500	*	*
TEACHING	**2**	**20,500**	*	*
INDUSTRIAL TECHNOLOGY				
MANUFACTURING/INDUSTRIAL	5	28,520	*	*
SYSTEMS / PROGRAMMING	1	31,800	*	*
RESEARCH & DEVELOPMENT	**1**	**24,000**	*	*
PROJECT ENGINEERING	2	30,300	*	*
OTHER ENGINEERING	5	28,822	*	*
SYSTEMS ANALYSIS & DESIGN	1	30,000	*	*
MANAGEMENT TRAINEE	3	27,833	*	*
AGRIBUSINESS				
ACCOUNTING (PRIVATE)	1	13,500	*	*
COMMERCIAL BANKING (CONSUMER)	1	21,000	*	*
COMMERCIAL BANKING (LENDING)	**2**	**24,000**	*	*
FINANCIAL/TREASURY ANALYSIS	1	22,000	*	*
PORTFOLIO MANAGEMENT	1	14,400	*	*
COMMUNICATIONS-PRODUCTION	1	24,000	*	*
ADVERTISING	**1**	**18,000**	*	*
BRAND/PRODUCT MANAGEMENT	3	16,000	*	*
BUYER/MERCHANDISING	3	$29,733	*	*
MARKET RESEARCH	2	24,500	*	*
SALES	7	26,357	*	*
RESEARCH & DEVELOPMENT	1	27,600	*	*
PROJECT ENGINEERING	**1**	**25,000**	*	*
SYSTEMS ANALYSIS & DESIGN	1	40,000	*	*
AGRICULTURE/NATURAL RESOURCES	16	21,952	*	*
MANAGEMENT TRAINEE	16	22,131	*	*
RESEARCH - TECHNICAL	**1**	**21,000**	*	*
ANIMAL SCIENCES				
FINANCIAL/TREASURY ANALYSIS	1	30,000	*	*
SALES	2	33,500	*	*
LAW ENFORCEMENT	**1**	**26,502**	*	*
MILITARY	1	23,100	*	*
RESEARCH & DEVELOPMENT	1	24,000	*	*
TESTING	1	27,000	*	*
OTHER HEALTH RELATED	1	15,000	*	*
AGRICULTURE/NATURAL RESOURCES	**11**	**17,434**	*	*
CONSULTING	1	21,000	*	*
MANAGEMENT TRAINEE	11	23,500	*	*
PLANT SCIENCES				
COMMUNICATIONS-PRODUCTION	1	16,000	*	*
PURCHASING	1	30,000	*	*
OTHER ENGINEERING	1	25,000	*	*
AGRICULTURE/NATURAL RESOURCES	**4**	**25,250**	*	*
HUMAN RESOURCES	1	20,000	*	*
NATURAL RESOURCES				
SALES	1	25,000	*	*
BIOENGINEERING	**1**	**20,000**	*	*
ENVIRONMENTAL/SANITATION	1	25,760	*	*
PROCESS ENGINEERING	3	32,712	*	*
OTHER ENGINEERING	1	22,500	*	*
SYSTEMS ANALYSIS & DESIGN	1	26,000	*	*
AGRICULTURE/NATURAL RESOURCES	**19**	**20,789**	*	*
CONSULTING	1	16,000	*	*
OTHER AGRICULTURAL SCIENCES				
DESIGN/GRAPHIC ARTS	**2**	**27,750**	*	*
PUBLIC RELATIONS	1	30,000	*	*
BRAND/PRODUCT MANAGEMENT	1	27,000	*	*
DISTRIBUTION	1	31,800	*	*
MARKET RESEARCH	1	30,000	*	*
SALES	**2**	**28,780**	*	*
URBAN / REGIONAL PLANNING	1	21,000	*	*
ENVIRONMENTAL/SANITATION	1	18,500	*	*
RESEARCH & DEVELOPMENT	1	35,000	*	*
TESTING	1	24,000	*	*
PROJECT ENGINEERING	**2**	**36,250**	*	*
OTHER ENGINEERING	1	36,500	*	*
OTHER HEALTH RELATED	1	$18,000	*	*
AGRICULTURE/NATURAL RESOURCES	10	20,938	*	*
MANAGEMENT TRAINEE	4	23,650	*	*
COMPUTER SCIENCE				
ACCOUNTING (PUBLIC)	1	33,000	*	*
ACCOUNTING (PRIVATE)	2	23,500	*	*
COMMERCIAL BANKING (CONSUMER)	2	26,850	*	*
INVESTMENT BANKING (SALES & TRADING)	1	32,000	*	*
FINANCIAL/TREASURY ANALYSIS	6	30,033	*	*
UNDERWRITING	1	22,000	*	*
MEDIA PLANNING	**1**	**31,500**	*	*
PUBLIC RELATIONS	1	14,560	*	*
BRAND/PRODUCT MANAGEMENT	1	24,200	*	*
BUYER/MERCHANDISING	1	25,000	*	*
MARKET RESEARCH	1	38,000	*	*
SALES	**2**	**12,750**	*	*
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	1	33,000	*	*
DESIGN / CONSTRUCT	3	33,780	*	*
ENVIRONMENTAL/SANITATION	1	33,600	*	*
MANUFACTURING/INDUSTRIAL	**2**	**35,000**	*	*
SYSTEMS / PROGRAMMING	25	31,754	$37,700	$29,000
SOFTWARE DESIGN & DEVELOPMENT	96	34,053	38,400	28,000
HARDWARE DESIGN & DEVELOPMENT	5	31,600	*	*
RESEARCH & DEVELOPMENT	5	26,920	*	*
TESTING	7	30,427	*	*
PROCESS ENGINEERING	2	31,750	*	*
PROJECT ENGINEERING	2	35,220	*	*
OTHER ENGINEERING	**68**	**32,978**	**37,100**	**26,000**
COMPUTER PROGRAMMING	288	29,862	36,000	22,500
INFORMATION SYSTEMS	106	30,710	37,000	21,000
SYSTEMS ANALYSIS & DESIGN	126	32,014	37,710	25,000
CONSULTING	106	32,737	36,000	30,000
MANAGEMENT TRAINEE	**4**	**26,025**	*	*
MATH/STATISTICIANS	1	28,000	*	*
RESEARCH - NONTECHNICAL	2	37,000	*	*
RESEARCH - TECHNICAL	1	22,717	*	*
TEACHING	1	21,000	*	*
COMPUTER PROGRAMMING				
BUYER/MERCHANDISING	1	25,500	*	*
MANUFACTURING/INDUSTRIAL	1	40,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	6	37,150	*	*
RESEARCH & DEVELOPMENT	1	35,000	*	*
TESTING	1	30,000	*	*
OTHER ENGINEERING	4	36,900	*	*
COMPUTER PROGRAMMING	21	29,198	32,000	24,000
INFORMATION SYSTEMS	**2**	**30,850**	*	*
SYSTEMS ANALYSIS & DESIGN	7	30,957	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Computer Programming (cont.)				
CONSULTING	1	$35,000	*	*
RESEARCH - TECHNICAL	1	26,000	*	*
INFORMATION SCIENCES				
ACCOUNTING (PRIVATE)	1	23,000	*	*
COMMERCIAL BANKING (CONSUMER)	2	20,500	*	*
INVESTMENT BANKING (REAL ESTATE)	1	29,000	*	*
SALES	4	29,624	*	*
MILITARY	1	20,000	*	*
SYSTEMS / PROGRAMMING	4	31,375	*	*
POWER SYSTEMS	1	25,970	*	*
SOFTWARE DESIGN & DEVELOPMENT	2	23,215	*	*
OTHER ENGINEERING	1	38,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	23,000	*	*
COMPUTER PROGRAMMING	44	29,298	$33,500	$24,000
INFORMATION SYSTEMS	48	30,023	35,000	25,000
SYSTEMS ANALYSIS & DESIGN	24	30,210	33,996	27,671
CONSULTING	21	32,833	34,000	30,000
MANAGEMENT TRAINEE	7	25,714	*	*
SYSTEMS ANALYSIS				
HARDWARE DESIGN & DEVELOPMENT	1	36,140	*	*
INFORMATION SYSTEMS	2	31,000	*	*
SYSTEMS ANALYSIS & DESIGN	5	31,144	*	*
ALLIED HEALTH				
LAW ENFORCEMENT	1	22,902	*	*
ADMINISTRATIVE (HEALTHCARE)	2	37,000	*	*
MEDICAL TECHNOLOGY	25	25,799	30,160	21,000
OCCUPATIONAL THERAPY	27	32,610	42,000	26,000
PHYSICAL THERAPY	7	28,857	*	*
OTHER HEALTH RELATED	23	30,441	35,000	21,000
SOCIAL SERVICES - ADMINISTRATION	1	30,763	*	*
COUNSELING	3	18,887	*	*
SOCIAL WORK	1	16,800	*	*
HEALTH SCIENCES				
PUBLIC RELATIONS	1	25,200	*	*
ADMINISTRATIVE (HEALTHCARE)	6	26,700	*	*
INDUSTRIAL HYGIENE	1	21,069	*	*
MEDICAL TECHNOLOGY	1	27,000	*	*
NURSES / PERSONAL CARE	3	25,667	*	*
PHYSICAL THERAPY	1	45,000	*	*
OTHER HEALTH RELATED	24	23,410	32,000	15,600
COUNSELING	1	19,000	*	*
MANAGEMENT TRAINEE	1	20,000	*	*
RESEARCH - TECHNICAL	2	18,000	*	*
TEACHING	7	19,800	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
NURSING				
MILITARY	1	$36,000	*	*
ADMINISTRATIVE (HEALTHCARE)	1	40,000	*	*
NURSES / PERSONAL CARE	290	31,019	$38,500	$24,000
CONSULTING	1	30,000	*	*
PHARMACY				
SALES	1	40,000	*	*
PHARMACIST	116	43,135	48,000	36,712
ACTUARIAL				
BUYER/MERCHANDISING	1	28,000	*	*
ACTUARIAL	48	33,267	37,000	28,000
CONSULTING	3	33,667	*	*
ARCHITECTURAL & ENVIRONMENTAL DESIGN				
ACCOUNTING (PRIVATE)	1	28,000	*	*
DESIGN/GRAPHIC ARTS	3	19,667	*	*
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	1	25,200	*	*
URBAN / REGIONAL PLANNING	7	25,845	*	*
DESIGN / CONSTRUCT	8	24,408	*	*
PROJECT ENGINEERING	1	27,500	*	*
OTHER ENGINEERING	1	30,655	*	*
COMPUTER PROGRAMMING	1	30,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	21,840	*	*
ARCHITECTURE	20	21,331	27,000	18,000
CONSULTING	1	37,000	*	*
MANAGEMENT TRAINEE	4	24,530	*	*
BIOLOGICAL SCIENCES				
FINANCIAL/TREASURY ANALYSIS	1	31,000	*	*
SALES	9	24,133	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	1	17,048	*	*
LAW ENFORCEMENT	1	22,400	*	*
MILITARY	2	23,000	*	*
BIOENGINEERING	3	26,333	*	*
DESIGN / CONSTRUCT	1	36,000	*	*
ENVIRONMENTAL/SANITATION	2	18,750	*	*
MANUFACTURING/INDUSTRIAL	1	26,000	*	*
POWER SYSTEMS	1	19,296	*	*
RESEARCH & DEVELOPMENT	4	22,625	*	*
TESTING	2	19,360	*	*
PROCESS ENGINEERING	1	20,400	*	*
MEDICAL TECHNOLOGY	5	22,584	*	*
NURSES / PERSONAL CARE	1	30,000	*	*
PHYSICAL THERAPY	4	14,845	*	*
OTHER HEALTH RELATED	18	20,430	*	*
COUNSELING	1	20,000	*	*
FUNDRAISING / DEVELOPMENT	1	13,800	*	*
AGRICULTURE/NATURAL RESOURCES	4	18,866	*	*
CONSULTING	2	21,780	*	*
MANAGEMENT TRAINEE	8	23,250	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
RESEARCH - NONTECHNICAL	1	$24,000	*	*
RESEARCH - TECHNICAL	14	22,300	*	*
TEACHING	13	19,327	*	*
CHEMISTRY				
SALES	9	29,544	*	*
MILITARY	1	26,000	*	*
ENVIRONMENTAL/SANITATION	5	27,824	*	*
MANUFACTURING/INDUSTRIAL	1	28,350	*	*
RESEARCH & DEVELOPMENT	12	30,089	*	*
TESTING	3	24,733	*	*
PROCESS ENGINEERING	6	29,214	*	*
ADMINISTRATIVE (HEALTHCARE)	1	15,000	*	*
MEDICAL TECHNOLOGY	1	32,000	*	*
PHARMACIST	1	23,000	*	*
OTHER HEALTH RELATED	1	22,000	*	*
RESEARCH - TECHNICAL	25	28,376	$34,000	$22,200
TEACHING	4	22,203	*	*
GEOLOGY & GEOLOGICAL				
SALES	1	24,960	*	*
URBAN / REGIONAL PLANNING	1	35,000	*	*
ENVIRONMENTAL/SANITATION	2	28,000	*	*
SYSTEMS / PROGRAMMING	1	20,800	*	*
PROJECT ENGINEERING	3	32,667	*	*
INDUSTRIAL HYGIENE	1	23,400	*	*
RESEARCH - TECHNICAL	1	24,000	*	*
MATHEMATICS				
ACCOUNTING (PUBLIC)	2	34,200	*	*
ACCOUNTING (PRIVATE)	1	15,000	*	*
COMMERCIAL BANKING (CONSUMER)	5	27,200	*	*
COMMERCIAL BANKING (LENDING)	2	13,200	*	*
INVESTMENT BANKING (CORPORATE FIANCE)	2	30,500	*	*
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	23,000	*	*
FINANCIAL/TREASURY ANALYSIS	6	32,083	*	*
PORTFOLIO MANAGEMENT	1	24,000	*	*
UNDERWRITING	2	34,000	*	*
SALES	2	28,750	*	*
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	1	21,000	*	*
MILITARY	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	1	30,000	*	*
SYSTEMS / PROGRAMMING	4	31,112	*	*
SOFTWARE DESIGN & DEVELOPMENT	8	31,513	*	*
RESEARCH & DEVELOPMENT	1	38,400	*	*
PROCESS ENGINEERING	1	16,000	*	*
OTHER ENGINEERING	3	27,600	*	*
OTHER HEALTH RELATED	1	21,600	*	*
SOCIAL SERVICES - ADMINISTRATION	1	19,000	*	*

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
Mathematics (cont.)				
COMPUTER PROGRAMMING	5	$ 29,880	*	*
INFORMATION SYSTEMS	2	30,500	*	*
SYSTEMS ANALYSIS & DESIGN	3	29,667	*	*
ACTUARIAL	15	29,688	*	*
CONSULTING	25	30,252	$ 34,000	$ 28,000
HUMAN RESOURCES	1	20,000	*	*
MANAGEMENT TRAINEE	7	27,071	*	*
MATH/STATISTICIANS	15	25,336	*	*
PARALEGAL	1	30,600	*	*
TEACHING	46	20,971	24,000	16,600
PHYSICS				
MILITARY	1	16,800	*	*
PROJECT ENGINEERING	1	36,000	*	*
OTHER ENGINEERING	2	31,004	*	*
OTHER HEALTH RELATED	1	21,480	*	*
SOCIAL SERVICES - ADMINISTRATION	1	23,000	*	*
COUNSELING	2	25,000	*	*
COMPUTER PROGRAMMING	1	24,000	*	*
SYSTEMS ANALYSIS & DESIGN	1	42,400	*	*
CONSULTING	4	30,625	*	*
TEACHING	3	19,333	*	*
OTHER PHYSICAL & EARTH SCIENCES				
ACCOUNTING (PRIVATE)	1	22,000	*	*
UNDERWRITING	1	31,000	*	*
LAW ENFORCEMENT	1	25,000	*	*
MILITARY	2	25,398	*	*
ENVIRONMENTAL/SANITATION	2	23,000	*	*
OTHER ENGINEERING	1	19,242	*	*
COUNSELING	1	15,000	*	*
AGRICULTURE/NATURAL RESOURCES	1	20,000	*	*
MANAGEMENT TRAINEE	1	27,000	*	*
RESEARCH - TECHNICAL	1	16,640	*	*
TEACHING	3	20,000	*	*
TEXTILE SCIENCE				
DESIGN/GRAPHIC ARTS	4	26,500	*	*
SALES	2	30,000	*	*
PROJECT ENGINEERING	1	31,000	*	*
MANAGEMENT TRAINEE	22	29,000	32,000	27,000

CURRICULUM / FUNCTION	NUMBER OF OFFERS	AVERAGE	90TH	10TH
BACHELOR'S DEGREE - SUMMARY BY JOB FUNCTION				
BACHELOR - NON TECHNICAL DEGREE				
ACCOUNTING (PUBLIC)	2298	$ 28,230	$ 32,000	$ 24,000
ACCOUNTING (PRIVATE)	811	25,887	31,800	19,200
COMMERCIAL BANKING (CONSUMER)	196	22,974	29,500	15,000
COMMERCIAL BANKING (LENDING)	226	25,413	30,000	20,000
INVESTMENT BANKING (CORPORATE FINANCE)	81	29,111	35,000	22,000
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	14	31,679	*	*
INVESTMENT BANKING (REAL ESTATE)	13	21,146	*	*
INVESTMENT BANKING (SALES & TRADING)	45	27,390	38,000	17,000
FINANCIAL/TREASURY ANALYSIS	456	28,088	34,000	20,600
PORTFOLIO MANAGEMENT	82	24,498	30,000	18,000
UNDERWRITING	131	25,247	30,000	20,000
INSURANCE - CLAIMS	130	23,445	28,000	16,800
DESIGN/GRAPHIC ARTS	37	19,547	24,960	15,000
MEDIA PLANNING	36	20,786	25,000	17,000
REPORTING	37	18,023	23,000	15,000
COMMUNICATIONS-PRODUCTION	52	20,590	28,000	15,000
PUBLIC RELATIONS	90	20,532	25,000	13,500
WRITING / EDITING	54	21,496	30,000	14,700
ADVERTISING	65	21,662	26,500	16,000
BRAND/PRODUCT MANAGEMENT	168	24,808	32,500	18,000
BUYER/MERCHANDISING	281	24,436	29,000	20,000
DISTRIBUTION	82	26,793	32,000	20,000
MARKET RESEARCH	91	23,980	30,000	18,000
PURCHASING	23	25,748	30,834	18,000
SALES	1118	24,765	31,148	17,000
GOV'T-EXECUTIVE, LEGISLATIVE GENERAL	63	21,171	27,000	17,686
GOV'T-FINANCE, TAXATION MONETARY POLICY	110	24,865	30,000	19,600
ECONOMIC PROGRAMS	18	21,720	*	*
LAW ENFORCEMENT	61	24,253	30,000	16,640
MILITARY	52	24,114	28,000	18,096
NATIONAL SECURITY	3	21,929	*	*
URBAN / REGIONAL PLANNING	15	23,674	*	*
DESIGN / CONSTRUCT	6	24,678	*	*
ENVIRONMENTAL/SANITATION	1	30,000	*	*
MANUFACTURING/INDUSTRIAL	11	27,375	*	*
SYSTEMS / PROGRAMMING	6	33,333	*	*
POWER SYSTEMS	1	18,000	*	*
SOFTWARE DESIGN & DEVELOPMENT	6	34,850	*	*
HARDWARE DESIGN & DEVELOPMENT	1	30,600	*	*
RESEARCH & DEVELOPMENT	7	23,071	*	*
TESTING	3	30,000	*	*
PROCESS ENGINEERING	4	31,100	*	*
PROJECT ENGINEERING	6	31,133	*	*
OTHER ENGINEERING	21	31,418	39,000	23,306
ADMINISTRATIVE (HEALTHCARE)	38	$ 21,898	$ 30,220	$ 14,560
MEDICAL TECHNOLOGY	1	15,600	*	*
NURSES / PERSONAL CARE	7	24,571	*	*
OCCUPATIONAL THERAPY	1	17,680	*	*
PHYSICAL THERAPY	3	18,000	*	*
OTHER HEALTH RELATED	44	19,172	25,000	13,000
SOCIAL SERVICES - ADMINISTRATION	66	19,464	25,000	14,000
COUNSELING	92	18,443	24,000	13,000
FUNDRAISING / DEVELOPMENT	24	16,318	21,000	12,000
SOCIAL WORK	66	19,127	24,000	15,000
COMPUTER PROGRAMMING	173	27,923	32,160	21,000
INFORMATION SYSTEMS	173	29,275	34,200	24,000
SYSTEMS ANALYSIS & DESIGN	106	29,856	33,600	25,000
ACTUARIAL	5	24,180	*	*
AGRICULTURE/NATURAL RESOURCES	7	18,530	*	*
ARCHITECTURE	1	13,500	*	*
CONSULTING	368	29,397	34,000	25,000
HUMAN RESOURCES	111	23,140	30,000	16,000
MANAGEMENT TRAINEE	1538	23,006	28,000	18,000
MATH/STATISTICIANS	3	31,667	*	*
PARALEGAL	48	21,788	25,000	18,000
RESEARCH - NONTECHNICAL	20	22,876	32,000	16,000
RESEARCH - TECHNICAL	4	27,000	*	*
TEACHING	775	20,234	26,000	13,200
BACHELOR - TECHNICAL DEGREE				
ACCOUNTING (PUBLIC)	3	33,800	*	*
ACCOUNTING (PRIVATE)	7	21,214	*	*
COMMERCIAL BANKING (CONSUMER)	11	25,882	*	*
COMMERCIAL BANKING (LENDING)	9	28,076	*	*
INVESTMENT BANKING (CORPORATE FINANCE)	6	32,917	*	*
INVESTMENT BANKING (MERGERS & ACQUISITIONS)	1	23,000	*	*
INVESTMENT BANKING (REAL ESTATE)	1	29,000	*	*
INVESTMENT BANKING (SALES & TRADING)	1	32,000	*	*
FINANCIAL/TREASURY ANALYSIS	31	32,923	36,000	28,000
PORTFOLIO MANAGEMENT	2	19,200	*	*
UNDERWRITING	5	30,700	*	*
INSURANCE - CLAIMS	2	30,750	*	*
DESIGN/GRAPHIC ARTS	12	23,352	*	*
MEDIA PLANNING	2	32,500	*	*
COMMUNICATIONS-PRODUCTION	8	29,440	*	*
PUBLIC RELATIONS	6	27,697	*	*
ADVERTISING	2	24,000	*	*
BRAND/PRODUCT MANAGEMENT	11	27,091	*	*
BUYER/MERCHANDISING	7	28,706	*	*
DISTRIBUTION	4	26,450	*	*
MARKET RESEARCH	11	33,545	*	*
PURCHASING	1	30,000	*	*
SALES	164	31,338	37,200	24,000
GOV'T-EXECUTIVE, LEGISLATIVE, GENERAL	6	$ 24,936	*	*
GOV'T-FINANCE, TAXATION MONETARY POLICY	1	42,000	*	*
ECONOMIC PROGRAMS	1	32,000	*	*
LAW ENFORCEMENT	5	24,961	*	*
MILITARY	22	26,271	$ 30,000	$ 22,000
NATIONAL SECURITY	3	36,600	*	*
URBAN / REGIONAL PLANNING	13	26,504	*	*
BIOENGINEERING	11	30,809	*	*
DESIGN / CONSTRUCT	784	30,889	37,000	25,000
ENVIRONMENTAL/SANITATION	136	31,318	40,000	24,000
MANUFACTURING/INDUSTRIAL	730	34,816	39,600	29,530
SYSTEMS / PROGRAMMING	211	32,974	37,700	27,976
POWER SYSTEMS	169	34,323	37,200	30,000
SOFTWARE DESIGN & DEVELOPMENT	311	34,214	38,400	28,800
HARDWARE DESIGN & DEVELOPMENT	234	35,866	38,500	32,500
RESEARCH & DEVELOPMENT	190	35,284	42,000	27,000
TESTING	111	32,604	38,100	25,200
PROCESS ENGINEERING	511	38,935	42,500	33,600
PROJECT ENGINEERING	538	34,436	40,000	28,000
OTHER ENGINEERING	1526	33,844	39,300	28,000
ADMINISTRATIVE (HEALTHCARE)	12	28,767	*	*
INDUSTRIAL HYGIENE	3	24,490	*	*
MEDICAL TECHNOLOGY	34	25,762	32,000	20,200
NURSES / PERSONAL CARE	294	30,961	38,480	24,000
OCCUPATIONAL THERAPY	27	32,610	42,000	26,000
PHARMACIST	118	42,887	48,000	36,621
PHYSICAL THERAPY	12	25,532	*	*
OTHER HEALTH RELATED	73	24,823	34,000	15,000
SOCIAL SERVICES - ADMINISTRATION	4	26,591	*	*
COUNSELING	11	23,424	*	*
FUNDRAISING / DEVELOPMENT	1	13,800	*	*
SOCIAL WORK	1	16,800	*	*
COMPUTER PROGRAMMING	443	30,174	36,000	23,750
INFORMATION SYSTEMS	234	30,930	36,000	24,000
SYSTEMS ANALYSIS & DESIGN	232	31,750	37,024	25,000
ACTUARIAL	63	32,414	37,000	26,550
AGRICULTURE/NATURAL RESOURCES	72	21,676	28,500	16,464
ARCHITECTURE	21	21,458	24,000	18,000
CONSULTING	460	32,202	36,000	29,000
HUMAN RESOURCES	4	29,650	*	*
MANAGEMENT TRAINEE	145	27,884	36,000	20,000
MATH/STATISTICIANS	17	25,767	*	*
PARALEGAL	1	30,600	*	*
RESEARCH - NONTECHNICAL	3	32,667	*	*
RESEARCH - TECHNICAL	54	26,346	34,000	18,000
TEACHING	81	20,616	24,500	16,000

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	September 1993	September 1993	September 1992		90th	50th	10th
BUSINESS							
Accounting	144	**$30,284**	$31,259	-3.1%	$36,000	$31,000	$25,500
MBA-Nontechnical undergraduate							
1 year or less experience	600	**36,513**	35,734	2.2	47,000	35,000	26,500
1 to 2 years experience	267	**44,326**	44,911	-1.3	57,000	42,000	30,000
2 to 4 years experience	496	**49,165**	49,287	-0.2	65,000	48,000	35,000
Over 4 years experience	418	**50,637**	50,972	-0.7	68,000	50,000	35,000
MBA-Technical undergraduate degree							
1 year or less experience	106	**40,980**	41,313	-0.8	55,000	38,000	30,000
1 to 2 years experience	65	**52,278**	48,884	6.9	65,000	55,000	42,000
2 to 4 years experience	184	**54,286**	55,249	-1.7	70,000	55,000	41,000
Over 4 years experience	202	**56,040**	56,298	-0.5	75,000	55,000	42,000
MS-Business	22	**41,652**	37,733	10.4	50,340	39,000	28,000
Economics & Finance	36	**35,275**	36,677	-3.8	44,000	34,750	23,500
Labor/Industrial Relations (incl. Human Resources)	19	**30,837**	31,597	*	*	*	*
Management Information Systems	20	**36,155**	34,780	4.0	38,400	36,000	33,000
Marketing/Marketing Management (incl. Marketing Research)	22	**40,104**	39,508	1.5	54,000	39,000	27,000
COMMUNICATIONS							
Advertising	1	**31,000**	37,500	*	*	*	*
Communications	5	**19,270**	23,167	*	*	*	*
Journalism	4	**25,250**	22,699	*	*	*	*
EDUCATION							
Education Administration	34	**30,581**	31,729	-3.6	46,000	28,000	22,000
Elementary Education	50	**25,222**	27,400	-7.9	30,000	25,300	18,000
Physical Education	6	**23,833**	29,052	*	*	*	*
Reading Education	+	+	28,100				
Special Education	16	**26,236**	25,007	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Humanities	19	**27,419**	24,553	*	*	*	*
Psychology	20	**33,821**	24,593	37.5	48,000	28,650	25,000
Social Sciences	23	**26,893**	28,095	-4.3	36,240	25,500	20,000
ENGINEERING							
Aerospace & Aeronautical	32	**39,757**	39,765	0.0	45,760	40,322	33,000
Agricultural	5	**42,200**	35,618	*	*	*	*
Bioengineering & Biomedical	3	**37,673**	34,920	*	*	*	*
Chemical	34	**40,874**	40,611	0.6	44,100	42,000	35,000
Civil	136	**34,606**	34,303	0.9	42,600	33,600	28,500
Computer	47	**39,161**	40,207	-2.6	45,700	40,000	32,000
Electrical	335	**41,291**	41,024	0.7	45,000	42,000	36,000
Industrial	81	**40,259**	38,692	4.1	48,000	40,000	34,000
Mechanical	272	**40,457**	39,298	2.9	45,000	41,400	34,835
Metallurgical	8	**34,575**	38,165	*	*	*	*
Mining	1	**30,000**	30,000	*	*	*	*
Nuclear	6	**43,170**	38,607	*	*	*	*
Petroleum	+	+	43,600				
HEALTH SCIENCES							
Allied Health	26	**31,201**	28,223	10.6	37,500	33,000	20,500
Health Sciences	33	**27,848**	25,713	8.3	32,000	26,400	22,800
Nursing	13	**34,513**	34,453	*	*	*	*

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1992	Percentiles		
	September 1993	September 1993	September 1992		90th	50th	10th
Continued . . .							
SCIENCES							
Agricultural & Natural Resources	6	**$30,451**	$28,001	*	*	*	*
Architectural & Environmental Design	3	**39,000**	27,852	*	*	*	*
Biological	4	**30,650**	25,126	*	*	*	*
Chemistry	26	**35,690**	35,104	1.7%	$40,000	$35,500	$28,995
Computer Science	169	**40,115**	39,120	2.5	50,000	40,000	30,000
Geological (incl. Geophysics)	17	**35,480**	36,333	*	*	*	*
Mathematics	25	**33,183**	33,636	-1.3	42,000	31,000	25,000
Physics	5	**31,800**	31,626	*	*	*	*
Polymer	1	**37,000**	N/A	N/A	*	*	*
	4,067						

Doctoral Candidates

BUSINESS							
Business Administration & Management	3	**$43,600**	$57,498	*	*	*	*
Computer & Information Sciences	35	**56,513**	61,555	-8.2%	$68,000	$58,000	$47,000
Economics & Finance	+	+	53,667				
EDUCATION							
Education Administration	30	**50,123**	46,884	6.9	67,000	50,000	34,700
HUMANITIES & SOCIAL SCIENCES							
English	9	**31,494**	31,920	*	*	*	*
Foreign Languages	+	+	26,367				
Humanities	1	**32,000**	28,000	*	*	*	*
Psychology	11	**32,291**	38,452	*	*	*	*
Sociology	5	**33,773**	50,000	*	*	*	*
Social Sciences	3	**31,120**	40,000	*	*	*	*
ENGINEERING							
Aerospace	3	**54,667**	51,486	*	*	*	*
Chemical	50	**55,078**	54,451	1.2	61,000	56,000	48,000
Civil	10	**48,268**	46,501	*	*	*	*
Computer	14	**53,912**	55,325	*	*	*	*
Electrical	80	**57,076**	56,826	0.4	65,000	57,998	48,000
Industrial	+	+	N/A	N/A			
Mechanical	47	**54,217**	51,880	4.5	63,500	54,000	47,004
Metallurgical	20	**49,425**	53,577	-7.7	56,000	50,000	40,000
SCIENCES							
Agricultural & Natural Resources	8	**36,250**	38,583	*	*	*	*
Biological	4	**34,500**	42,000	*	*	*	*
Chemistry	41	**50,933**	50,719	0.4	58,000	54,000	32,400
Geology & Geological Sciences	4	**42,763**	47,827	*	*	*	*
Mathematics	6	**39,500**	40,954	*	*	*	*
Physics	8	**50,600**	40,940	*	*	*	*
Polymer	4	**55,035**	52,200	*	*	*	*
	396						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

1992-93 CPC SALARY SURVEY PARTICIPANTS

ECEN

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Fordham Univ. - Lincoln Center
Franklin Pierce College
Husson College
Iona College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Queens College
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
St. John Fisher College
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
Lehigh University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Rutgers Univ.- Graduate School of Management
Seton Hall University
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Washington & Lee University
West Virginia Inst. of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Illinois University
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
University of Minnesota - Agrn.
University of Minnesota - Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
University of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Ohio Northern University
Ohio State Univ. - Agrn.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State Univ.
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Kansas State University
Montana State University
University of Montana
Univ of Nebraska - Kearney
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of Northern Colorado
Sioux Falls College
South Dakota School of Mines
Univ. of South Dakota -Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg.
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Polytechnic Inst. & State University
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State University - Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington